July 10, 1920.

Mr. I. L. Johnson,
Blount Springs, Ala.

Dear Mr. Johnson:

Your letter of July 2 was forwarded from New York to my office here. I remember your interest in the question of land settlement and improvement when I talked to you in Atlanta. I am going into this more deeply than heretofore as I think it is of vital importance to Negro workers, and I shall keep in mind your invitation when making up my program for my next trip into your state and will write you later.

In the meantime I would be pleased if you would send me the following information about your settlement: (1) How many miles is the community from Decatur? (2) What is your nearest railroad station and on what railroad is it? (3) What is the name of your post-office and do you have rural free delivery to the farmers in the community? (4) How many land-owners are there in the community, and, as nearly as possible, exactly how much land do they own? (5) How much of this land is under cultivation - how much in "deadening" or stump-land - how much in standing timber? (6) What are the principal crops and about how much acreage, all told, is there in each crop?

Thanking you for this information, I remain

Yours sincerely,

Director of Negro Economics.

h
p

Land Settlement

July 13, 1920.

Mr. John E. Taylor,
413 MacRae Street,
Wilmington, N. C.

My dear Mr. Taylor:

This office has been asked for information about large tracts of available land that might be utilized for the settlement of Negro tenants and laborers. Could you send me any information along this line as to the owners of tracts of from five to ten thousand acres; or could you tell me probable persons from whom I could get such information?

Thanking you for your attention, I am

Yours very truly,

Director of Negro Economics.

Brandon-Nashville

NORTH CAROLINA MUTUAL Life Insurance Company

DURHAM, NORTH CAROLINA

OFFICE OF
A. M. MOORE, M. D., PRESIDENT

July 15, 1920.

Dr. Geo. E. Haynes,
Department of Labor,
Washington, D. C.

Dear Sir:

Replying to your letter of the 13, making inquiry of vacant land, beg to state that there is quite a bit of vacant land which could be turned into service to advantage in this state.

There is a tract of five thousand acres in eight miles of Durham on the National High way. I do not know the parties who own it, but they expressed to one of our traveling men, Mr. W. Gomez, that the property was for sale. His address is Durham, N. C.

You might also write Mr. Hugh McCrae of Wilmington, N. C. His company owns large tracts of land that might be available. Also Dr. C. S. Brown, Winton, N. C., will give you information on this.

I trust this information will be of service to you, and if we can be of further help to you, please advise us.

Yours very truly,

A M Moore

AMM/c

RECEIVED
DEPARTMENT OF LABOR
JUL 16 1920
Director of Negro Economics

ALL CONTRACTS AND AGREEMENTS MUST BE CONFIRMED BY WILMINGTON OFFICE. ADDRESS ALL COMMUNICATIONS TO THE COMPANY

HUGH MacRAE & CO., INCORPORATED

FARM LANDS

HUGH MacRAE, CHAIRMAN
C. VAN LEUVEN, PRESIDENT
M. F. H. GOUVERNEUR, VICE PRESIDENT
R. M. SHEPPARD, SECRETARY
J. C. McEACHIN, TREASURER

MURCHISON NATIONAL BANK BUILDING

WILMINGTON, NORTH CAROLINA

SMALL FARMS
FOR
MARKET GARDENING, DAIRYING,
FRUITS, POULTRY AND STAPLE CROPS
IN THE
WILMINGTON DISTRICT

July 16th, 1920.

John E. Taylor,
413 MacRae Street,
Wilmington, N.C.

I notice from an article in the Dispatch that the Director of Negro Economics of the Department of Labor, has inquired of you in regard to lands which might be used for the establishment of negro families. The article does not go into details especially, but I would assume that the plan would require a tract of 500 or more acres for subdivision.

Our Company has a very desirable tract of land about half mile West of Ashton, which might be used as a basis for such a project. This tract is crossed by Kelly Creek which lies in quite a ravine, providing the land with good natural drainage which could be readily extended to include the entire tract. The quality of the soil is high grade. Most of the land is cut-over land, but there are a few acres of land in cultivation. The area is slightly less than 500 acres. We also have option on approximately 1500 acres of land adjoining or near the above described property, of which 862 acres is a tract on which the title has been perfected under the Torrens System, and which lies between the Company's land and the railroad, and partly on the Southern side of the Company's land. In the locality where this property is situated, there are a number of negro families already established on their own land.

While I am not in position to make a specific quotation at the moment, I believe that the entire area referred to above, or the Company's land separately, could be delivered at a price not exceeding $17.50 per acre.

Yours very truly,

Gouverneur
President.

CVL/H-

SEVEN TO EIGHT MONTHS OF ACTUAL GROWING SEASON IN EACH YEAR, WITH OPEN WINTERS. THREE TO FIVE CROPS GROWING ANNUALLY ON THE SAME GROUND.

MY RESPONSIBILITY CEASES WHEN GOODS ARE DELIVERED TO TRANSPORTATION COMPANY AND RECEIPTED FOR IN GOOD ORDER

United States Food Administration License No. G--54392

BERRY O'KELLY

WHOLESALE

GROCERIES AND GENERAL MERCHANDISE

FLOUR, HAY, CORN, OATS, COTTON-SEED MEAL, HULLS, DAIRY FEED ETC

Special Prices on Car-Load Lots

Warehouse on Southern Railroad

METHOD, N. C. July 19, 1920.

Dr. Geo. E. Haynes,

Washington, D. C.

Dear Dr. Haynes:-

I am in receipt of your letter of the 15th relative to large tracts of land for settlement of Negroes in the tidewater of North Carolina. I don't know of any such places right at this time but the first time I am in this section of the state will take pleasure in seeking this information and will write concerning same.

Would you be interested in securing 1000 acres near Raleigh. I know of a place near here that could be secured.

With best wishes, I am

Yours very truly,

Berry O'Kelly

P. S. I am also writing several friends who live in the Tidewater of North Carolina and am requesting them to write you.

RECEIVED
DEPARTMENT OF LABOR
JUL 21 1920
Director of Negro Economics

ALL CONTRACTS AND AGREEMENTS MUST BE CONFIRMED BY WILMINGTON OFFICE. ADDRESS ALL COMMUNICATIONS TO THE COMPANY

HUGH MacRAE & CO., INCORPORATED

FARM LANDS

HUGH MacRAE, CHAIRMAN
C. VAN LEUVEN, PRESIDENT
M. F. H. GOUVERNEUR, VICE PRESIDENT
R. M. SHEPPARD, SECRETARY
J. C. McEACHIN, TREASURER

MURCHISON NATIONAL BANK BUILDING

WILMINGTON, NORTH CAROLINA

SMALL FARMS
FOR
MARKET GARDENING, DAIRYING,
FRUITS, POULTRY AND STAPLE CROPS
IN THE
WILMINGTON DISTRICT

July 27th, 1920.

John E. Taylor,
413 McRae Street,
Wilmington, N.C.

I have your letter of July 17th, and Mr. Cowan also handed me the letter which was addressed to you by George W. Haynes, which letter I am sending you herewith.

I would suggest that you forward to Mr. Haynes the information suggested in our letter of July 16th, and also make the statement that larger areas of land of desirable quality could probably be secured in this territory.

I am enclosing herewith an editorial from the Charlotte Observer, which states very clearly the agricultural advantages of this particular section, and which possibly might be desirable to enclose in your letter.

Yours very truly,

C. Van Leuven

President.

CVL/H-

SEVEN TO EIGHT MONTHS OF ACTUAL GROWING SEASON IN EACH YEAR, WITH OPEN WINTERS. THREE TO FIVE CROPS GROWING ANNUALLY ON THE SAME GROUND.

413 MacRae Street, Wilmington, N.C.

July 29, 1920.

File

Dr. George E. Haynes,

Director of Negro Economics,

U.S. Department of Labor,

Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
AUG 2 1920
Director of Negro Economics

Dear Sir:

Referring to your letter of the thirteenth instant, I have to say that I had the information therein spoken of by the local papers and had the chamber of commerce take it up.

I am submitting some correspondence with newspaper clippings and hope the same may prove of some value to you.

I am personally convinced that there are opportunities in this immediate section for the settlement of Negro tenants and laborers because they can soon become landowners.

Respectfully yours,

J. E. Taylor

COPY

413 MacRae Street
Wilmington, N.C.
July 29, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
U.S. Department of Labor,
Washington, D.C.

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Respectfully yours,

Signed: J.E. Taylor.

C O P Y

PERSONAL

508 Fayetteville St.,
Durham, N.C.
August 24, 1920.

Dear Dr. Haynes:

Concerning the matter of which you wrote some time ago, I am reliably informed by a good friend of mine that some propositions can be found in North Carolina that will be of great interest to you.

It is thot that they will conform entirely to the desired end and will prove highly attractive.

I shall be very glad to keep in touch with the situation, at your suggestion; or if you will write Mr. W. Gomez, N.C. Mutual Branch, Fayetteville St., Durham, he can give you full information.

I trust the matter has not closed since my receipt of your first inquiry.

With sincerest good wishes, I am

Yours very truly,

Signed: R.McC. A.

COPY

HUGH MACRAE & CO., INCORPORATED
FARM LANDS
Murchison National Bank Bldg.

Wilmington, North Carolina

July 16, 1920.

John E. Taylor,
413 MacRae Street,
Wilmington, N.C.

I notice from an article in the Dispatch that the Director of Negro Economics of the Department of Labor, has inquired of you in regard to lands which might be used for the establishment of Negro families. The article does not go into details especially, but I would assume that the plan would require a tract of 500 or more acres for subdivision.

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Yours very truly,
Signed: C. Van Leuven, President.

1903

Copy

July 13, 1920.

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Wilmington, N.C.

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Thanking you for your attention, I am

Yours very truly,

Director of Negro Economics.

Copy

N.C. Mutual Life Insurance Company
Durham, N.C.

July 15, 1920.

Dr. Geo. E. Haynes,
Department of Labor,
Washington, D.C.

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I trust this information will be of service to you, and if we can be of further help to you, please advise us.

Yours very truly,

Signed: A.M. Moore.

Copy

HUGH MacRAE & CO., INCORPORATED
FARM LANDS
Murchison National Bank Bldg.

Wilmington, N.C.
July 27, 1920.

John E. Taylor,
413 McRae Street,
Wilmington, N.C.

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I am enclosing herewith an editorial from the Charlotte Observer, which states very clearly the agricultural advantages of this particular section, and which possibly might be desirable to enclose in your letter.

Yours very truly,

Signed: C. Van Leuven, Pres.

COPY

Calhoun Colored School
Calhoun, Lowndes Co., Ala.

July 21, 1920.

Mr. George E. Haynes,
Department of Labor,
Washington, D.C.

My dear Mr. Haynes:

Your letter of July 13 was received a few days ago, but I delayed answering until I could inquire about the land you referred to around Hayneville.

Judge Wood lived at Mt. Willing, about ten miles south of Calhoun, but as Judge his interests were largely at Hayneville, which as you know is our county seat. I believe that Mrs. Wood is living at the home place in Mt.Willing. I have not been able to ascertain anything definite in regard to the land at Hayneville. I did not write to headquarters for I knew if there was any thought of purchasing this land at Hayneville the price would be raised immediately upon my asking for information. Often it is best for our school to secure prices through a third person as the people at large seem to feel an institution can pay more than an individual. I am sorry I cannot write more definitely in regard to this matter, but this I feel is sure, that the white people at Hayneville would not welcome a settlement of Negroes near them. It is the one community that has always felt the strongest opposition to Calhoun. I say this after speaking to some of our men. This might not make any difference to the plan your department may have in mind.

Hayneville is ten miles from the railroad. This I also feel to be a great disadvantage to a farming people as in case of successful agricultural work there is no shipping point for produce nearer than ten miles.

The Bells who own so much of Calhoun want to sell their whole property, but you and I both know it would be an unwise thing to start a second enterprise right in the midst of one already started. It is so difficult to run these numerous plantations that we are looking forward to the time when the Bells will be glad to sell at a low figure and then I hope we will be able to continue the selling of farms to the Negroes and thus control this part of the community. This statement is for you only as it would be a disadvantage to have Bell hear of our hope.

The land we were hoping to buy of Mr. Brenshaw has been purchased and is being sold out to the people. There were 2201 acres in the track. The Phelps Stokes Fund gave Calhoun $5,000, to purchase farm land for the school as we have been renting for some years. 254 acres were conveyed to the school leaving 1947 acres for sale.

The price of the land was $20 per acre making the total amount to be paid $44,020. The $5,000 for school land reduced the amount to be secured to $39,020, plus expenses of survey, land title and other lawyer fees, boundary stones and Mr. Chesnutt's salary for oversight of part of the work. This latter expense will continue as long as his services are needed.

Six friends subscribed $5,000 each and four others subscribed the remaining amount. There were several temporary loans also secured through the house of Lee, Higginson and Company where the loans are being handled.

There are very few houses on the plantation and this has delayed the sale of the land, but we hope before another fall to obliterate this difficulty by putting up a few houses where they are really needed. The land is being sold at prices varying from $20 to $60 per acre, of the land at the latter price there is a very little amount. As the land was bought after crops were in the ground Mr. Crenshaw rented the land for 1919 so we only had possession January 1920.

Of the 1947 acres for sale money has already been paid by eleven persons for 339 acres. There are under rental 466 acres. Many of the men who are renting wanted to buy, but we were not sure that we wanted them to buy as we do not want to sell to people without education and training unless they were particularly fine material for we hope to make this plantation one where our graduates and former ex-students of the school or persons who have been educated in other schools, can settle.

You will see that there is a good deal of land lying idle. Much of this is grass land and while not rented will this year be given and thus increase the receipts. You may wonder with the call for land why we are not able to secure the buyers and renters that were necessary to use up the land. As we did not take possession until the first of January many of the men were afraid to wait to make arrangements for the coming year, others did not have cash with which to make the first payment or to build homes or to buy stock. These persons are renting small places and many of the men are making money elsewhere with the idea of purchasing this year. The largest advance payment that was made was $650, in other cases we have allowed them to pay only $30 as an advance payment. It depended upon the reasons for shortage of money.

I have gone thus fully into this account, but I did not know what points you wanted me to touch upon.

To carry this work successfully and more quickly than it can be done under existing conditions we should have a fund of not less than $10,000. that could be used during the next five years to advance to the people in the way of buying stock and putting up homes for them. If we do this I feel that we could quickly make a success of the whole plan. At the same time I am convinced that the many opportunities for making large money away from Calhoun is not a bad plan for some of the men who can go off for five or six months, especially as most of them can get work near enough to spend their Sundays at home. If they are buying land and their families are living upon it there is little danger of the men drifting away permanently.

After twenty-eight years in Calhoun my great hope is that we can buy the land owned by Bell, hence control the little center near the station and the central store and cotton gin. I only hope I will live long enough to see this done.

Very sincerely yours,

Signed: Charlotte R. Thorn
Principal.

COPY

Method, N.C.

Dr. Geo. E. Haynes,

Washington, D.C.

Dear Dr. Haynes:-

I am in receipt of your letter of the 15th relative to large tracts of land for settlement of Negroes in the tidewater of North Carolina. I don't know of any such places right at this time but the first time I am in this section of the state will take pleasure in seeking this information and will write concerning same.

Would you be interested in securing 1000 acres near Raleigh. I know of a place near here that could be secured.

With best wishes, I am

Yours very truly,

Signed: Berry O'Kelly

P.S.
I am also writing several friends who live in the Tidewater of North Carolina and am requesting them to write you.

September seventh,
Nineteen hundred twenty.

The Swan-Arenson Realty & Development Company,
19 South La Salle Street,
Chicago, Ill.

Gentlemen:

I have noted your advertisement of farm communities and prices. This office is trying to gather all available information pertaining to the welfare of Negro wage-earners. I therefore would be pleased if you will send me full information about your project.

Yours very truly,

Director of Negro Economics.

h
p

B.F. FAAST, PRESIDENT. T.B. KEITH, VICE PRESIDENT. W.A. BLACKBURN, TREASURER. E.G. KUEHL, SECRETARY.

Wisconsin Colonization Company

"MADE TO ORDER" FARMS

"SUNNY SOUTHERN SAWYER COUNTY

Eau Claire, Wis.

September 8, 1920.

Mr. Geor. E. Haynes,
Director of Negro Economics,
Office of Sec., Dept. of Labor,
Washington, D. C.

RECEIVED
DEPARTMENT OF LABOR
SEP 10 1920
Director of Negro Economics

Dear Sir:

It is a pleasure for us to send you literature descriptive of our experience in efforts to build up farm communities. The literature covers this and goes forward to you under separate cover today.

This literature covers many of the most important points but should there by any particular information other than that included in this literature that you desire please feel free to call upon us and we shall gladly give you what experiences we have had in this kind of work.

EGK/HS

Yours very truly,
Wisconsin Colonization Co.
E G Kuehl
Secretary.

No contract or agreement valid unless signed by the proper officer of the Company. All payments must be made direct to the Company at Eau Claire Wis.
All quotations subject to prior sale or change of price without notice.

PAUL P. ARENSON
President & Gen. Mgr.

V. A. HILMES
Secretary & Treasurer

S. H. ROBERTS
Vice-President

ARENSON REALTY DEVELOPMENT CORPORATION

FORMERLY
THE SWAN-ARENSON REALTY & DEVELOPMENT CO.
SUBDIVIDERS AND PROMOTERS
Suite 1025, 19 So. La Salle St.

MICHIGAN OFFICE,
BENZONIA, MICH.

TELEPHONE
RANDOLPH 1779

Chicago, Ill.,
September 9th, 1920.

RECEIVED
DEPARTMENT OF LABOR
SEP 11 1920
Director of Negro Economics

Mr. George E. Haynes, Sec'y.,
Department of Labor,
Washington, D.C.

Dear Sir:-

In response to your letter of September 7th we are glad to give you the information you desire pertaining to our land offer.

The pamphlet enclosed contains the details of the offer and will enable you to form a definite idea of this project. If any additional information is desired that is not included in the pamphlet, we shall be glad to have you let us know what it is and give it to you immediately.

This offer was prompted by numerous requests that we had received at various times during the past from colored people from all over the country for farm lands, and although the tract was acquired for the purpose of subdividing it for white people, we decided to change our plans and take care of the negro patronage, which we have since found to be very satisfactory. There is a tremendous demand among the colored people for farm lands and we believe that if they were afforded more opportunities to acquire such land, it would benefit the country and all the people in general.

Our object in making this offer was not to create a demand for the land, but to supply a demand that had already existed. We are glad to report that all those who have already seen the land we sold them were well pleased with their investments and expressed a desire to secure more of them.

We shall be glad to give you any further information that you may desire, and are

Very truly yours,

ARENSON REALTY DEVELOPMENT CORP.

PPA*GB

BY Paul P. Arenson PRESIDENT

BRADLEY COMPANY
BRADLEY ESTATE COMPANY
FOND DU LAC AVENUE LAND COMPANY
LAND, LOG & LUMBER COMPANY
MARINETTE, TOMAHAWK & WESTERN RAILROAD CO.
MERRILL LUMBER COMPANY
TOMAHAWK LAND COMPANY
TOMAHAWK LUMBER COMPANY
UNITED STATES LUMBER COMPANY

TOMAHAWK, WIS.

Sept. 11th 1920

RECEIVED
DEPARTMENT OF LABOR
SEP 13 1920
Director of Negro Economics

Mr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Sir:

Replying to your letter of the 4th inst., we are enclosing a map upon which our lands are shown in yellow; also a circular outlining our Land Settlement Plan.

Our lands vary from level to rolling; the soil being sandy loam, clayey loam and clay. These are cutover lands, having been logged at different times during the past thirty years. On most of them the timber remaining is sufficent to last for many years as fuel and on some descriptions there is enough standing timber to build necessary farm buildings.

On several eighties we have built a house and barn, thus making it possible to move in and take immediate possession.

The climate, water, roads, schools and churches are good. This section is already well settled, there being rural telephones, mail deliveries and much blooded stock. The markets for all farm products are the best as we are only twelve hours from Chicago, and much nearer to Milwaukee, St. Paul and Minneapolis.

The average price of our land is $25 per acre; one-fourth cash, balance in three equal annual payments, 6% interest. Or, we will sell and assist the settler on the terms given in the enclosed circular.

After looking over the map and circular, we would be pleased to have you write us, asking any questions that may occur to you, or better still, come to Tomahawk and we will not only be able to show you our lands, but personally answer any questions you may have in mind. Railroad fare will be refunded to purchasers.

We employ no outside agents and pay no commissions; thus giving you the advantage of dealing directly with a responsible owner.

Yours very truly,

TOMAHAWK LAND COMPANY.

BY A T Walker

ML 1,3,8.

SKIDMORE-RIEHLE LAND COMPANY
SUCCESSORS TO
SKIDMORE LAND CO.
FARM & TIMBER LANDS
MARINETTE, WIS.

RECEIVED
DEPARTMENT OF LABOR
SEP 18 1920
Director of Negro Economics

September 10,1920

Mr. Geo. E. Haynes, Dir. Negro Economics,
Department of Labor,
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
SEP 18 1920

Dear Sir:

Under separate cover we are sending you copies of our literature, which will give you a very good idea of the country we are operating in.

We have carried on a successful colonization business for the past twenty years, and our County has grown in an agricultural way greatly in that time. We have found by all odds that the most successful way of meeting the various problems that have come up, has been through cooperative effort. We have always shaped these movements in such a way that they were laid down on business principles.

I will cite two instances which will probably illustrate the way we have handled our problems.

In 1915, State reports gave Marinette County a credit of $250,000 per year for dairy output; in 1917 the same report gave us a credit of $1,000,000 yearly output, and today the output is nearly $2,000,000 annually. We have here a natural grass country and we can grow very excellent corn for ensilage purposes. Corn, clover and cows look very good to us. A silo campaign was inaugurated, aided by our local agricultural school, which built forms for the making of a solid concrete silo and loaned them to the farmers free of charge and where necessary, helped and directed them in the construction. This silo campaign was given a lot of publicity and many of the silo manufacturers put men in the field to sell their product. The result of this silo campaign has been the construction of nearly twelve-hundred silos in this County.

Along with this campaign, there was one started urging the purchase of more and better cattle. In order to help matters out, local business men lent their names to a guarantee, which guarantee was used by three Trustees in endorsing farmers' notes for the purchase of livestock. The farmer was then given an opportunity to buy cattle and pay for them on a basis of about half of what the cow produced per month, and was given three years' time on each animal if they desired it, with interest at 6%. The guarantee on the back of the farmers' notes made it absolutely good at any Bank in the County. That this plan was a good one is shown by the fact that thirty carloads of cattle were bought and delivered to farmers under it, and the guarantors will not have to make good a single penny, as all of the notes have been well taken care of. This cattle buying plan is still in vogue here, although in a little different form, and will in all probability finance one-hundred to

one-hundred fifty of these cattle purchases this year.

Marinette County has been given credit for several years past for the clearing of approximately three-thousand acres of new land each year. About a year ago it was thought that Marinette County was not clearing enough land and that much more could be done. Therefore, an Association was formed which has over one-thousand members, ninety percent of whom are the farmers and new settlers in the County, called the Marinette County Land Clearing Association. This Association immediately sought the cooperation of the Department of Land Clearing, College of Engineering, University of Wisconsin, and were assured of their entire support. The DuPont Powder Company, who have been working for some years in connection with the Department of Engineering, offered their assistance, which was gladly accepted. A plan of campaign was mapped out and a goal set at clearing eighteen-thousand acres in 1920, or six times as much as had ever been cleared before in any one year. The Association hired the best land clearing engineer they could find, and equipped him with an office, automobile and other paraphernalia that he wanted. All during the winter, school-house meetings were held throughout the County; some fifty or more. At these meetings land clearing problems were discussed and speakers were equipped with both moving and still pictures to illustrate their points. Also, at these meetings, orders were solicited for dynamite, the members of the Association being able to purchase dynamite at the carload rate, which made a saving of between fifteen and twenty percent for them. As a result of this campaign, we have already passed the eighteen-thousand acre mark in newly cleared land, and there is still sixty or ninety days for this work to go on. Normally, the sales of land clearing explosives in Marinette County were about one carload a year; fourteen carloads have been placed so far this year. Besides the explosives, of course there is other equipment such as stump pullers, pilers, etc.

I think these two instances will perhaps give you an idea of the methods used in this County for building up our farming community. These methods have proven very satisfactory.

Yours very truly,

SKIDMORE-RIEHLE LAND COMPANY

By Ralph Skidmore

Secy.

E.M.

RS-EM

September 18, 1920.

SKIDMORE-RIEHLE LAND COMPANY,
Marinette, Wis.

Gentlemen:

ATTENTION: Mr. Ralph Skidmore, Secy.

Your cordial letter giving very clear discussion of instances where you handled your sale of land in Marinette County was received. I also received the booklet and paper you sent. For all of these I thank you very much as it gives complete information on methods in land settlement.

Yours very truly,

Director of Negro Economics.

H/MLO

September 18, 1920.

ARSEN REALTY DEVELOPMENT CORPORATION,
Suite 1025, 19 So. La Salle Street,
Chicago, Illinois.

Gentlemen:

ATTENTION: Mr. Paul P. Arsenson, Pres.

Thank you so much for the information contained in the circular and letter sent me about your sale of land to colored settlers.

Very truly yours,

Director of Negro Economics.

N/MLC

September 16, 1920.

TOMAHAWK LAND COMPANY,
Tomahawk, Wis.

Gentlemen:

ATTENTION: Mr. E.R. Wallis.

Thank you so much for the information contained in the circulars and letter sent me about your sale of land.

Very truly yours,

Director of Negro Economics.

R/MLC

September 18, 1920.

WISCONSIN COLONIZATION COMPANY,
Eau Claire, Wis.

ATTENTION: Mr. E.G. Kuehl, Secy.

Gentlemen:

Thank you so much for the information contained in the literature sent me about efforts to build up farm communities.

Very truly yours,

Director of Negro Economics.

H/MLG

September 25, 1920.

SWIGART LAND COMPANY,
1245 to 1250 First Nat. Bank Bldg.,
Chicago, Ill.

Gentlemen:

Thank you so much for the information contained in your letter and booklet about efforts to build up farm communities.

Yours very truly,

Director of Negro Economics.

~~Stock Letter~~

Land Plan

ATTENTION FARME[illegible] ATTENT[illegible]

THE NATIONAL FARMERS CO-OPERATIVE ASSOCIATION

Sends to Northern Markets THREE EXPERTS

Seeking advantages for patrons. They will secure for the Association best of prices on

Watermelons in Car-load Lots during July and August

Wire connections with the Association to be established.

To Facilitate Trade. We solicit your Trade and assure the Best Results on small commission. Write or wire—

NATIONAL FARMERS CO- OPERATIVE ASSOCIATION

509 West Broad Street

INCORPORATED UNDER LAWS OF GA. AUTHORIZED CAPITAL, $100,000

Officers an d Directors

R. C. REESE, Vice-President, Millen, Ga. S. P. CAMPBELL, President, Midville, Ga.

J. H. LANE, Vice-President, Munnerlyn, Ga. E. A. WILLIAMS, Sect-Treas., Savannah, Ga.

B. W. PIERCE, Halcyondale, Ga. P. A. Pettis, Omaha, Ga. C. Cuthbert, Springfield, Ga.

S. Wilson, Savannah, Ga. P. Weaver, Waynesboro, Ga. N. J. Walkeri, Millen, Ga.

Leroy Hudson, Keysville, Ga. W. A. Bell, Atlanta, Ga. Eddie Davis, Wadley, Ga.

J. W. Holley, Albany, Ga. J. C. Fisher, Savannah, Ga.

Savannah Journal (Negro)
Savannah, Ga. July 10, 1920

Blount Springs, Ala.
July 2nd 1920.

R/ Gbt 7/10/20

RECEIVED
DEPARTMENT OF LABOR
JUL 7 1920
Director of Negro Economics

Mr. George E. Haynes, Ph.D.
New York.

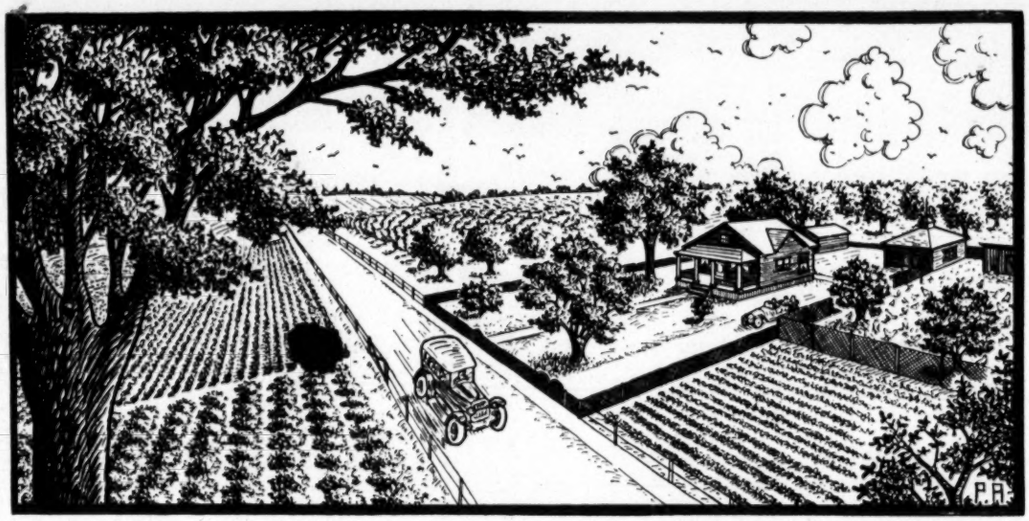
My Dear Mr. Haynes,
I have conferred with my people about having you make us a visit this fall and they are very anxious to have you come and speak to them.

Please advise when you will be in the South and can make us a date.

You remembered me as you in Atlanta at the Normal School.

Resp. yours
J. L. Johnson.

 June 1920



HERE IS YOUR OPPORTUNITY

TO SECURE A WOODVILLE COUNTRY ESTATE
CONSISTING OF 10 OR 20 ACRES OR MORE

FOR ONLY **$32.50** PER ACRE

VERY EASY TERMS

Special advertising discounts to those who act quickly

Free Lot With Each 10-Acre Tract!

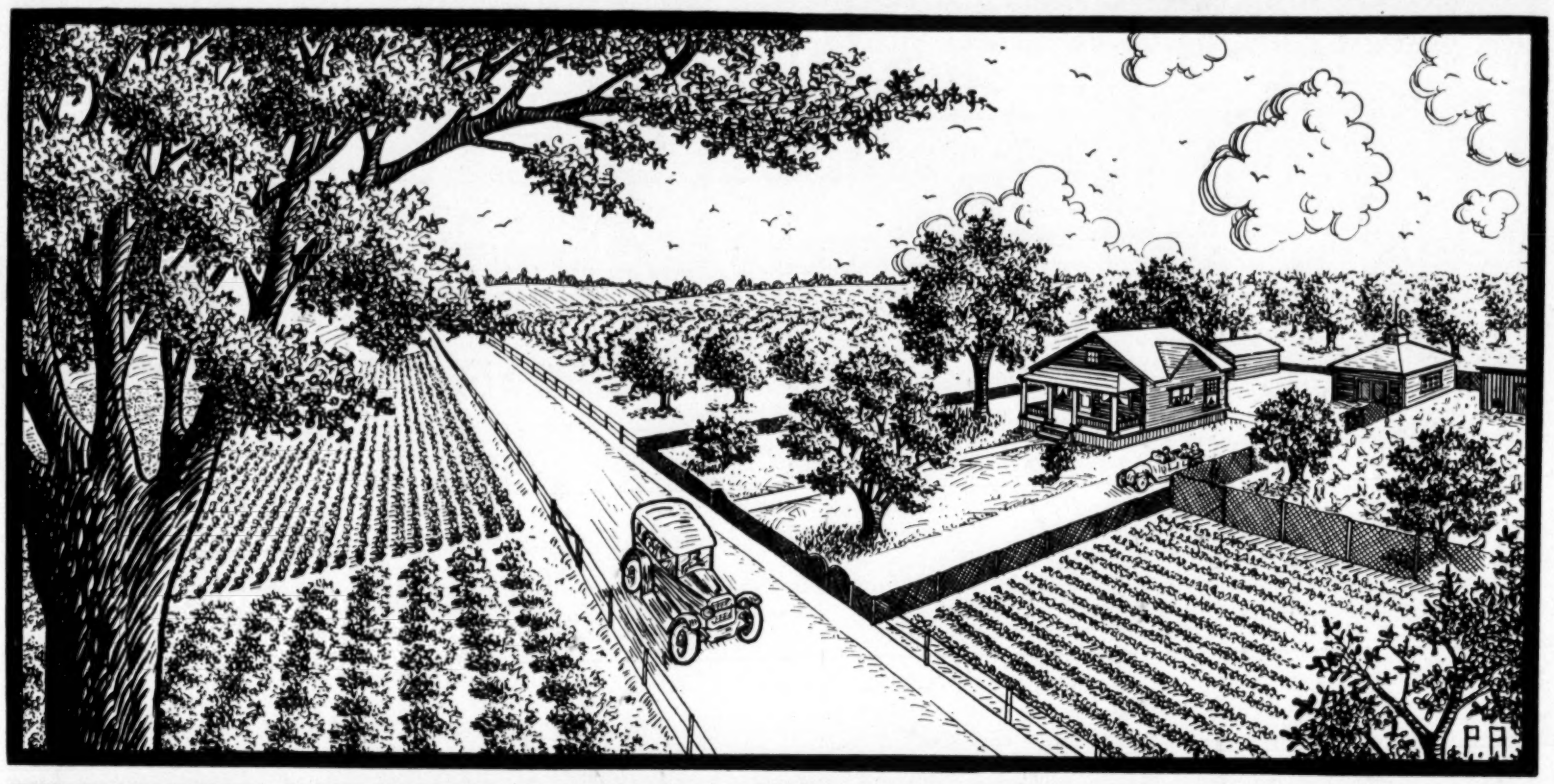
We have only a limited number of Woodville estates for sale, making quick action necessary. People from all over the country will want these estates, which means that they will all be sold within a short time. Get ***yours*** before it's too late. Send for booklet containing full details. IT'S FREE. Address

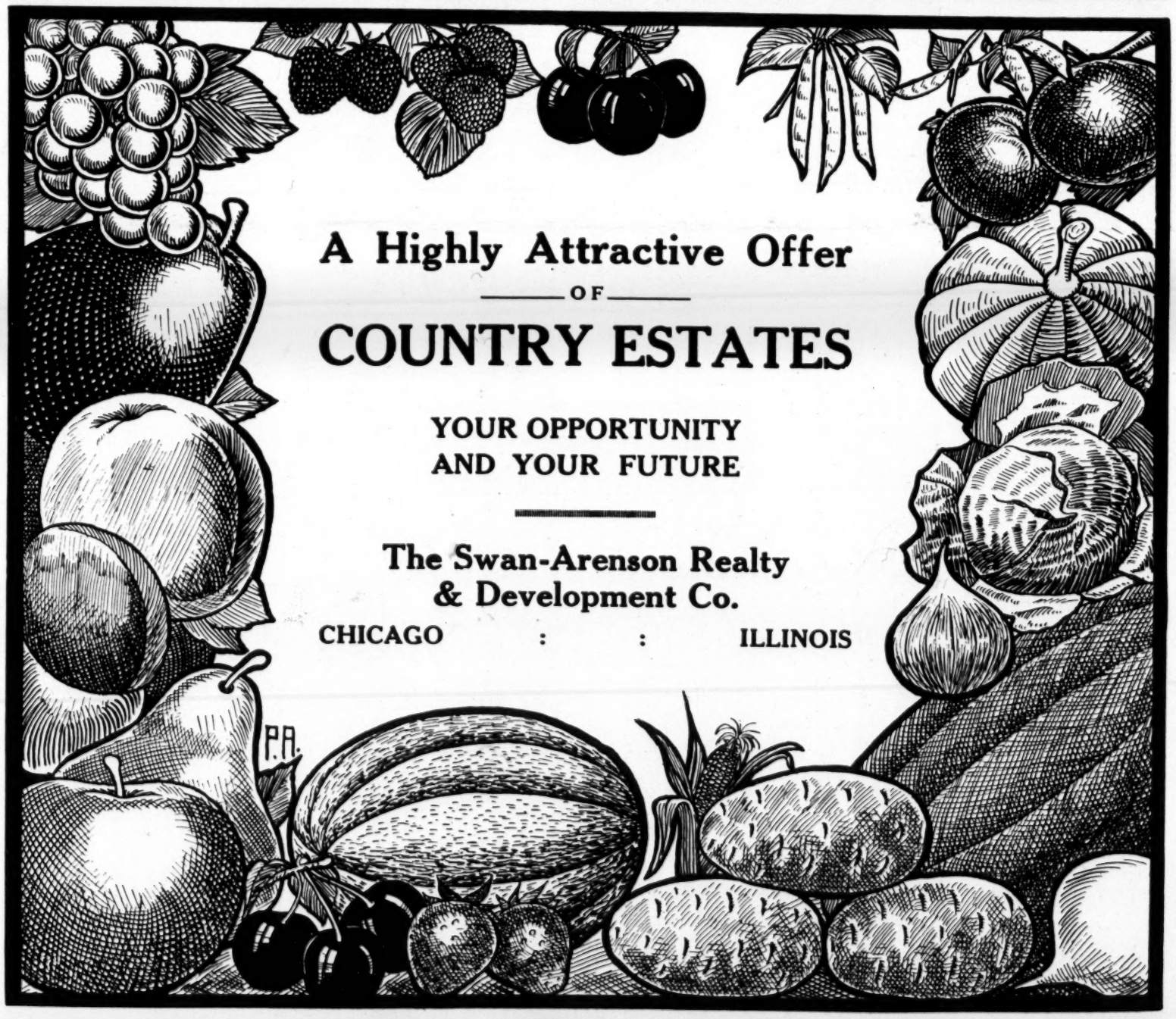
THE SWAN-ARENSON REALTY & DEVELOPMENT CO.
19 SOUTH LA SALLE STREET CHICAGO, ILL.

THE SWAN-ARENSON REALTY & DEVELOPMENT CO.,
CHICAGO, ILL. Date..... 192
GENTLEMEN:—Please send me full particulars about your Woodville offer without any obligation to me.

Name..... Address.....

Town..... State.....
C-7-20




A Highly Attractive Offer
OF
COUNTRY ESTATES
YOUR OPPORTUNITY
AND YOUR FUTURE
The Swan-Arenson Realty
& Development Co.
CHICAGO : : ILLINOIS

BE INDEPENDENT!

NEVER in the history of the world were there better opportunities for making big money in the farming and fruit growing industry than at the PRESENT TIME.

According to statistics made public in a report of the United States Department of Agriculture, the price of farm produce has TRIPLED since 1908, and judging from all present indications, prices are bound to go up STILL HIGHER.

There is no industry, in our opinion, that offers the working man greater opportunities today than FARMING and FRUIT GROWING. The city population of the United States is so far greater than the country population, and the difference between the two is becoming so alarmingly out of proportion that the law of SUPPLY and DEMAND, as pertaining to farm produce, must necessarily assert itself to an extent so pronounced as to make the farmer the REAL INDEPENDENT MAN OF THE NATION.

THE DIFFERENCE BETWEEN THE FARMER AND THE CITY MAN

PAUSE a moment and compare the city man with the farmer. The city man has an income as long as he has employment. His wages may be good, but the cost of living is so outrageously high that at the end of the year, when he counts up what he has left, he finds it so small compared to the entire amount he received during the year that he begins to ponder about the future and wonder how it will all end.

When business slacks up he may be thrown out of work and he then has to look around and wait for another job, losing money in the meantime. Then there are strikes and other things that cause him considerable worry and hardships, and as he looks back over the past and tries to figure out what the future holds for him, he begins to realize that it is not a rosey path by any means.

Now take the farmer: Does HE have to worry about the city-man's troubles? No. Outside of reading about them in the paper that is delivered to him every morning, he is not concerned in the least bit. People have got to eat whether they work or not, and he knows that there is a market for HIS produce. The modern, up-to-date farmer rides around in his automobile, he has machinery to do work that was formerly done by slow, tedious methods, the telephone puts him in direct contact with the rest of the world, and he lives a life of real comfort. He keeps his cellar stocked up with preserves and canned fruits of all kinds, jelly, apple butter, and what not. Out in the smokehouse he has some hams and slabs of bacon, and elsewhere he has potatoes, cabbages, carrots, etc. Furthermore, he lives an outdoor life, is hale and hearty, and enjoys life in every sense.

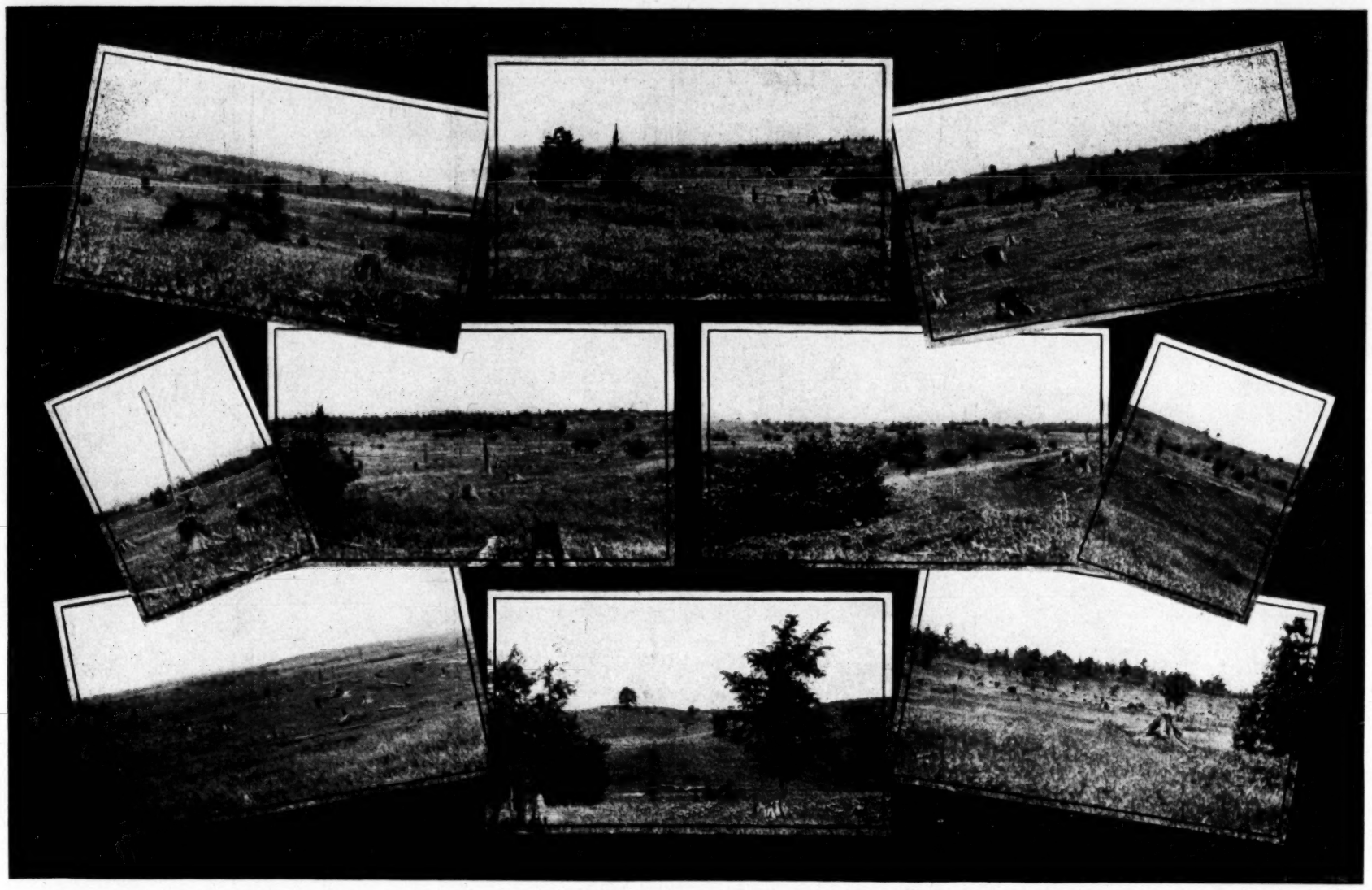
During the winter his life is an easy one, and if he wishes to make some money on the side he can go to the city and hire himself out for a few months. With his farm properly managed and cultivated, and with close attention to detail, it does not take him long to set aside a nice little sum for "rainy days."

BECOME A LAND OWNER

CONDITIONS for the farmer are getting better right along, and when more people from all over the country become fully awake to the wonderful possibilities on the farm, and when the land boom is on in full swing, prices of farm lands are going to jump to startling figures. The time to buy your land is RIGHT NOW.

TAKE ADVANTAGE OF THE OPPORTUNITY NOW OPEN TO YOU AND SECURE THAT TRACT YOU HAVE BEEN WANTING FOR SO LONG A TIME. This announcement introduces you to an exceptional opportunity and enables you to secure a fine tract in an ideal location at a VERY ATTRACTIVE PRICE and on VERY EASY TERMS.

Copyright, 1920, by Paul P. Arenson



VIEWS OF THE TRACT

Practically every part of the tract is represented in these views. Note how well the land lies and how beautifully rolling it is. This affords excellent air drainage as well as soil drainage, both very important factors. You will note that there is very little underbrush, making the land easy to clear. The stumps can be easily removed by a stump puller or dynamite.

THE tract we are offering is one that we are proud to recommend. We have subdivided it into 10 and 20-acre parcels, which are being offered at the INTRODUCTORY PRICE of only

$32.50 PER ACRE

VERY EASY TERMS

When you consider the excellent location of this tract and compare it with similar land that sells for from $100 to $300 per acre, you will realize how LOW this price is.

A Town Lot Free With Each Ten-Acre Tract

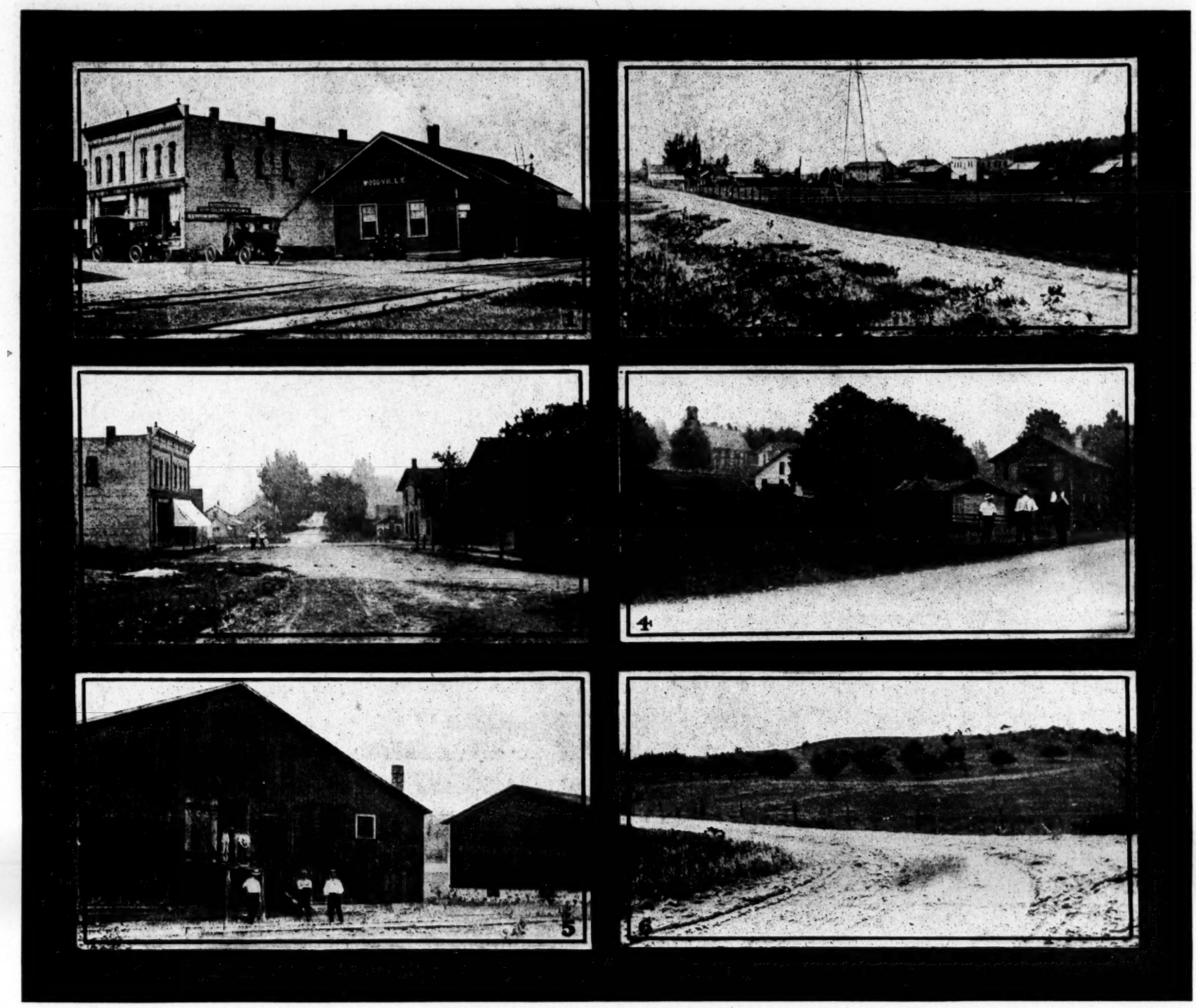
As an added attraction, we are giving, FREE OF ANY FURTHER COST WHATEVER, a lot in a town-site that we have laid out near the depot, with each 10-acre unit sold. The lots are sized **35x144 feet,** making ideal sized lots. THIS OFFER MAY BE WITHDRAWN AT ANY TIME AND SHOULD BE QUICKLY TAKEN ADVANTAGE OF.

FACTS ABOUT OUR TRACT

BEFORE selecting this tract and deciding to offer it to our clients, we took into consideration all the necessary factors that must be borne in mind when buying land, such as location, quality of the soil, climatic conditions, shipping and transportation facilities, living conditions, title to the property, etc.

After carefully considering and looking over a number of tracts, we finally came across this one and we knew AT ONCE that it was the very tract we wanted for our clients. We were informed of it by a friend who recommended it very highly, and we immediately made a special trip to look the land over. On arriving there we were so favorably impressed with the general layout of everything that we went over the entire tract and examined everything as carefully as we could.

We found that the tract comes RIGHT UP TO THE RAILROAD STATION, thus making the TRANSPORTATION and SHIPPING FACILITIES just what we wanted them to be. We then took note of the general lay of the land and found that parts of it are level, while most of it is BEAUTIFULLY ROLLING—just the kind a good farmer



A FEW VIEWS OF WOODVILLE

No. 1, Pere Marquette depot. No. 2, distant view of the town. The road in the foreground is part of the Trunk Line Highway, a state road running from Big Rapids to White Cloud, and for which the State of Michigan appropriated the sum of $2,000,000. No. 3, looking south on State Road dividing Monroe and Norwich Townships. No. 4, another view of Woodville. No. 5, salting station to the left, and a potato warehouse to the right. No. 6, a corner of our tract, which comes right up to the town.

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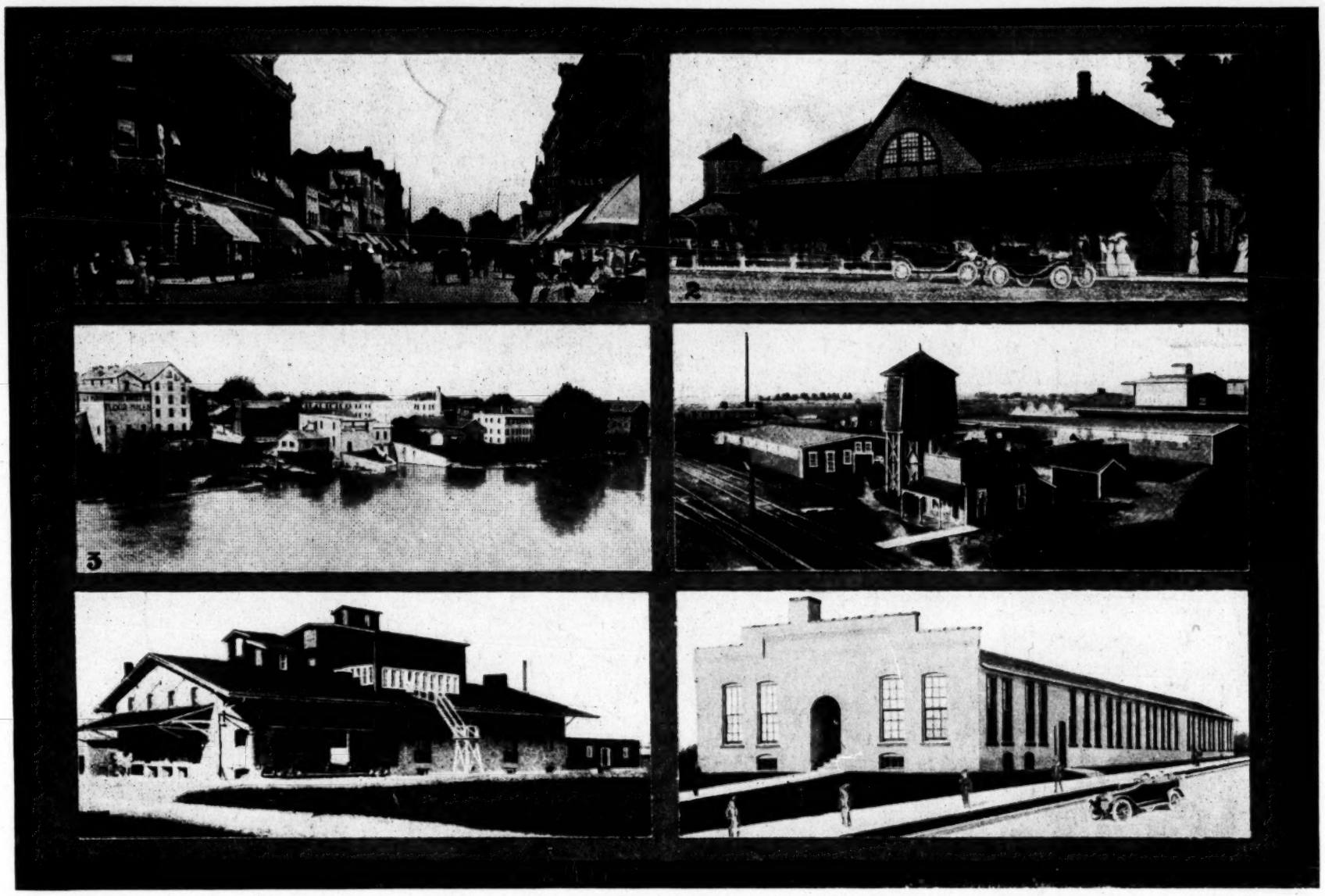
who knows his business would select. The next thing we examined was the soil, and what we saw PLEASED US IMMENSELY. Instead of merely telling you in our own words what kind of soil it is, we quote the following statement, which was made by the late Mr. Wm. M. Jacques, who was county surveyor at the time and who made a survey of the tract: "The soil is a gravelly loam, with a clay sub-soil, excellent for all kinds of general farming such as wheat, corn, oats, rye, potatoes, hay, and is especially adapted for all kinds of fruit."

A few years ago Mr. Chas. Greening, president of the Greening Nursery Company of Monroe, Michigan, one of the largest growers of trees in the country, made a special trip to look this land over, and after examining everything very carefully, he pronounced it to be ONE OF THE FINEST TRACTS OF LAND FOR ORCHARD PURPOSES THAT HE HAD SEEN IN THAT PART OF THE COUNTRY. Coming from an expert like Mr. Greening, no testimonial could be better than that one, and none could be considered more reliable.

Now you can see why it did not take us long to realize that this was the tract we wanted, and why we lost no time in securing it for our clients.



SCENES OF BIG RAPIDS, A FINE CITY ONLY 9 MILES FROM WOODVILLE

No. 1, street scene in the business district. No. 2, G. R. & I. depot. No. 3, Muskegon River, Darrah Milling Co., City Water Works, Falcon Mfg. Co., and Big Rapids Furniture Mfg. Co. No. 4, Flooring Plant of Jones & Green. No. 5, Plant of The Lewellyn Bean Co. No. 6, Four Drive Tractor Plant. To have a city of this kind so close to Woodville is a decided advantage, and one of the features we took into consideration when selecting the tract.

THE LOCATION

The map here shows you how well the tract is situated. (The shaded portion represents the tract.) It is located right at Woodville, on the Pere Marquette R. R., and lies between the towns of White Cloud and Big Rapids, the distance to either being about 8 or 9 miles, both being on the same railroad.

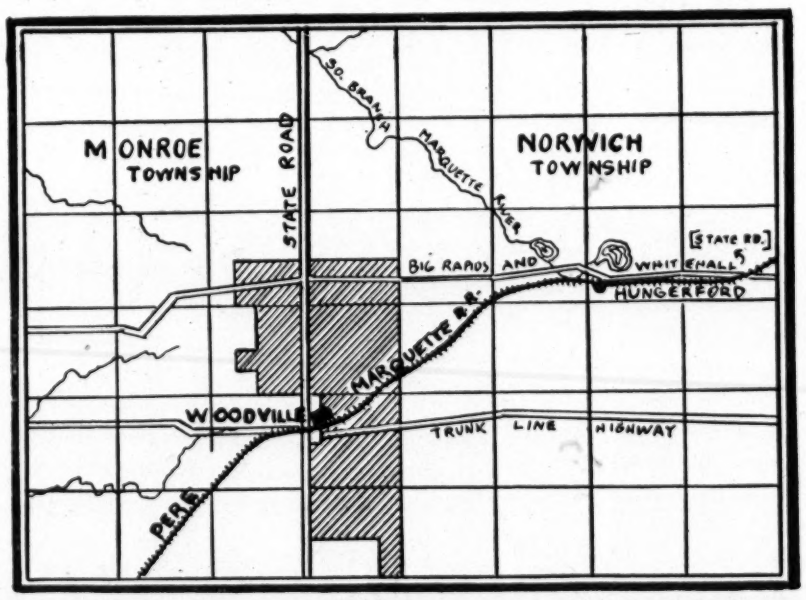
Among other things, Woodville already has a large salting station and three potato warehouses, and although a small place, it has an excellent foundation for a growing community and its possibilities for future growth are unlimited. Following is a letter written by one of Woodville's residents:

"To Whom It May Concern:

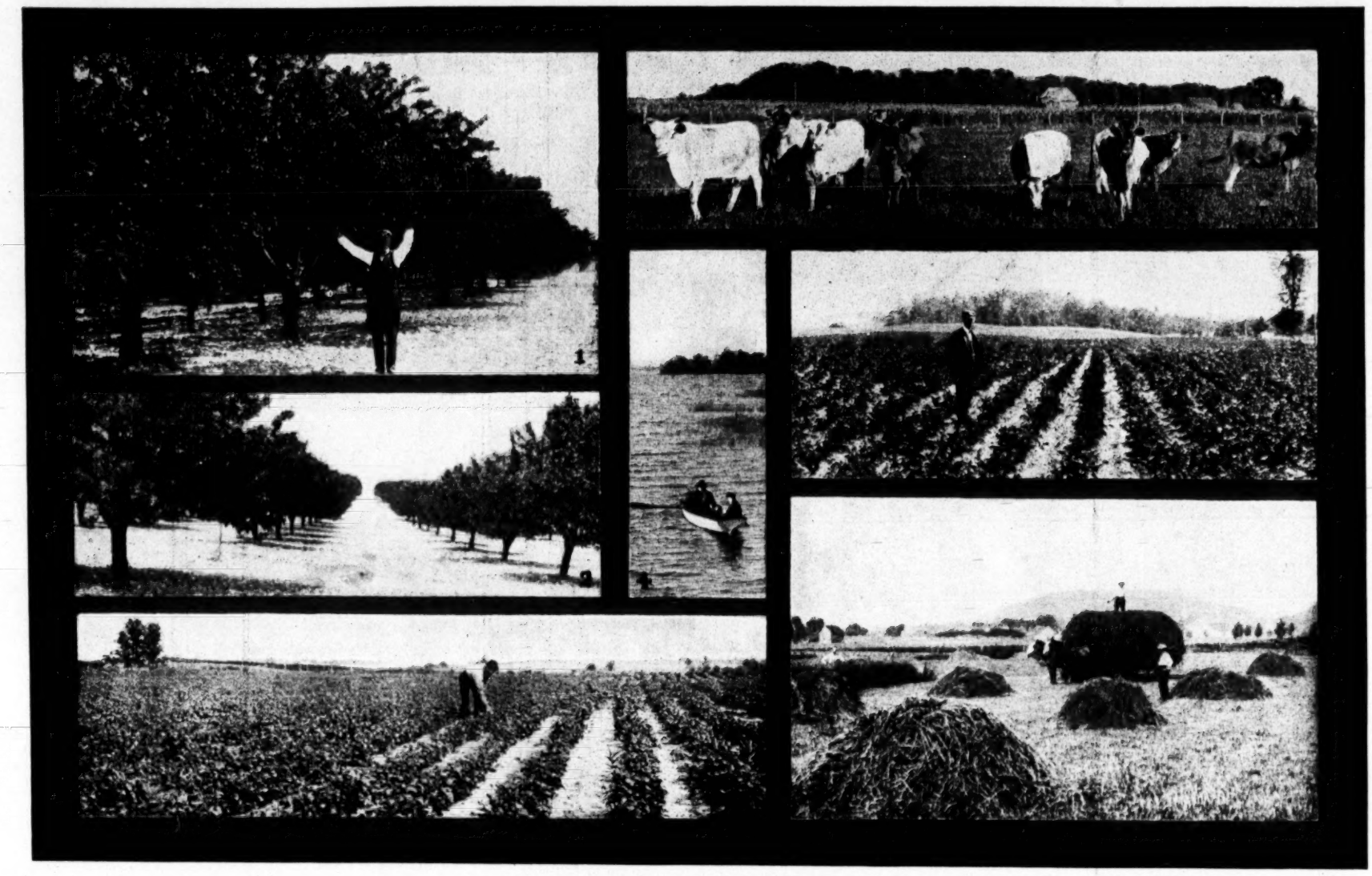
"Having been a resident of Woodville for many years, and knowing well the general conditions in and around here, I can safely say that never before has there been a better feeling among resident farmers than at the present time.

"At Woodville we have a good market for every farm produce, and the development of the uncultivated portions of land is sure to make the markets still better. As a dealer of farm produce and general merchandise, I believe I am in position to say that the future of Woodville and surrounding country is looking very bright and that land values are sure to advance.

"JESSE L. CARPENTER."



In a later letter Mr. Carpenter informs us that he cleared over $225.00 on **one-half acre** of berries this last season (1919), which is at the rate of $450.00 an acre. We are informed also that another resident of Woodville made over $500.00 on an acre of berries. Strawberries, raspberries, blackberries, etc., **grow wild in abundance** around Woodville, showing what the possibilities are when cultivating them for **commercial purposes.**



SCENES OF WESTERN MICHIGAN

No. 1, A large commercial cherry orchard. No. 2, a fine apple orchard. There are many such orchards throughout the state. offering convincing evidence of the desirability of Michigan for fruit growing. No. 3, an excellent bean "patch." Michigan ranks among the first states in the Union in the production of beans. No. 4, a recreation spot. There are numerous such places all over the state. No. 5, cattle raising in Michigan affords excellent opportunities for making big profits. No. 6, field of potatoes. Everyone knows the quality of the Michigan potato. No. 7, hay running three ton to the acre is nothing uncommon in Michigan. Scenes like all of these can be seen throughout the entire State of Michigan.

INTERESTING FACTS ABOUT WESTERN MICHIGAN

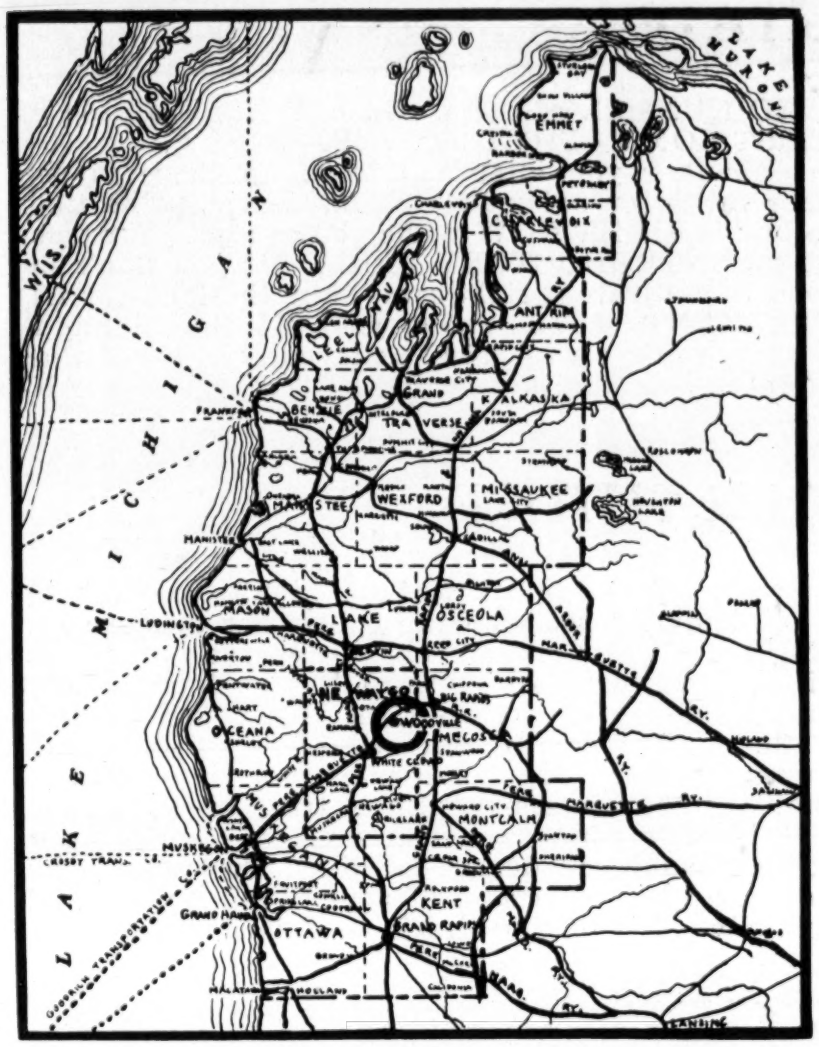
THE wonderful opportunities and advantages afforded the Western Michigan farmer and fruit grower are fast being brought to light, and people from all over the country are now becoming awake to the possibilities before them.

It is a well known fact that the flavor of Michigan fruit is FAR SUPERIOR to that of the fruit grown in the west, and that when it is properly handled and packed it BRINGS JUST AS HIGH A PRICE ON THE MARKET. It is also well known, as authentic figures will show, that the cost of growing fruit in Western Michigan is about FIFTY OR SIXTY PER CENT LOWER than in the west. "The greatest item of cost, TRANSPORTATION TO MARKET, shows an advantage in Michigan's favor that is alone sufficient to overbalance equal costs in other directions. THE DIFFERENCE RUNS FROM 400 to 500 PER CENT IN FAVOR OF MICHIGAN." This last statement is one made by the Western Michigan Bureau, and to show you how logical it is we simply call your attention to the map of the United States, shown on opposite page, which shows the ideal location of the State of Michigan.

Western Michigan's transportation facilities are UNSURPASSED. Six trunk lines run through the territory, making it easily accessable from all points. In addition to these main roads there are numerous connecting lines which bring the remotest corners of the territory WITHIN EASY REACH. Furthermore, Michigan has the LARGEST WATER BORDER LINE OF ANY STATE IN THE UNION, thus affording WATER TRANSPORTATION, as well as rail. This is a very important item, as you can see for yourself.

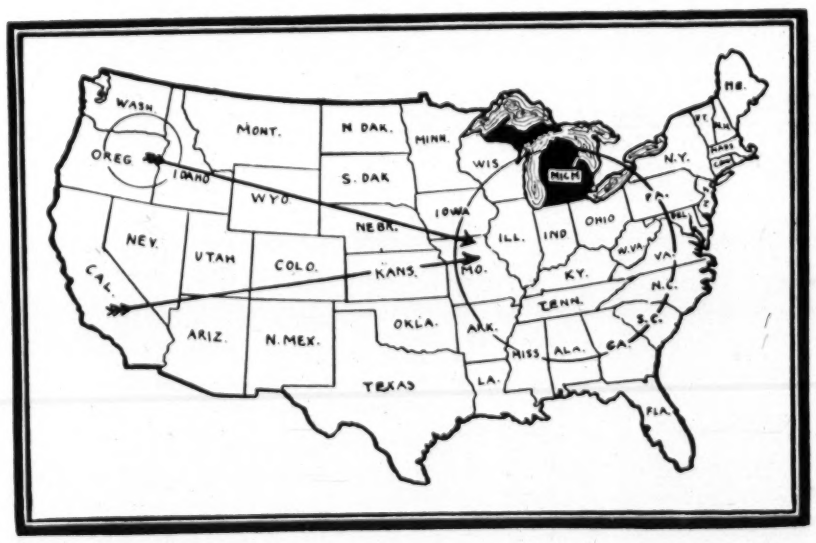
Discussing the crops grown in Michigan, the Western Michigan Bureau has the following to say: "Grain crops average well in Michigan. While Michigan makes no loud pretentions to being a grain-growing state, yet the value of the grain crops compares very favorably with the other states which place their chief reliance in cereals as the farm crop. Corn yields a HIGHER AVERAGE in MICHIGAN than in MISSOURI, wheat yields are HIGHER than in some of the great wheat-growing states, and the QUALITY IS A-1. . . . . Truck farming is one of the most profitable of the farming operations of Western Michigan. . . . The growth of the canning industry has opened up a new field of profit. Nowhere is there grown a better quality of peas, string beans, kidney beans, sweet corn, lima beans, tomatoes, squash and pumpkins, in fact, any of the products of the soil which are grown for preserving in cans. And nowhere are better yields."

Concerning the fruit, the Western Michigan Bureau goes on to say: "The fruit grown in Michigan has NO PEER IN ALL THE LAND IF FLAVOR BE THE TEST. And where modern methods of care and cultivation and feeding are in vogue, MICHIGAN FRUIT HAS NO SUPERIOR IN POINT OF SIZE AND COLOR AND ATTRACTIVENESS."



MAP OF WESTERN MICHIGAN

The heavy circle indicates location of Woodville. Note the excellent transportation facilities. The Pere Marquette R. R. runs through our tract and goes right on to Muskegon, a flourishing city and excellent harbor on Lake Michigan, thus affording both rail and water transportation.



MAP OF UNITED STATES SHOWING ADVANTAGEOUS POSITION OF THE STATE OF MICHIGAN

Note its close proximity to the eastern markets as compared with the Western states. This advantage means a great saving in shipping expense, as well as enabling the Michigan farmer and fruit grower to get his produce to market much quicker. Within a radius of a few hundred miles are millions of mouths that are forever waiting to be fed, and the produce of Michigan, being of such good quality, always finds a ready market and steady demand.

MONEY-MAKING POSSIBILITIES ON 10 OR 20 ACRES

THE amount of money that can be made out of farming depends entirely on what is planted and how the farm is managed. There are certain crops that bring the Michigan Farmer BIG RETURNS, one of them being THE FAMOUS MICHIGAN POTATO. Where proper methods are used an acre in Michigan will produce an average of from 200 to 400 bushels a season, but for the sake of argument, we'll figure it at 250 bushels. Let us figure also, in order to be conservative, that the price the farmer gets is no more than 75c per bushel. On 250 bushels that would amount to $187.50, or $1,875.00 on 10 acres.

In order to base our complete estimate on something definite, we'll figure on a 20-acre tract, and suppose that 10 acres of it is planted to potatoes, bringing the above returns. Then let us suppose that about two acres are planted to BERRY BUSHES, say, raspberries, blackberries, etc. It is commonly known that an acre of berries in Michigan yields a profit of from $200.00 to $500.00 and more a year, but we'll figure that $300.00 is a fair average to expect. On two acres at that rate we would have $600.00 more to add to the amount received from potatoes, as outlined above, or a total so far of $2,475.00.

Now let us say that you will plant about 5 acres to FRUIT TREES, choosing apples and cherries. You can add a few plum, pear and peach trees if you wish, but apples and cherries are the best for commercial purposes. Yearly profits on an acre of apple or cherry trees in Michigan run all the way from $250.00 to $1,000.00, but we'll say that $300.00 a year is the best you can expect on an acre, or $1,500.00 on 5 acres. We consider this a very low estimate, but it is big money anyway, so we'll let it stand. This, together with the returns mentioned above on the potatoes and berries, brings our grand total to $3,975.00. During the first few years of the life of the orchard the ground between the rows of trees can be used to excellent advantage by planting crops of various kinds, thus making that land earn money before the trees come into commercial bearing.

We now have two acres left out of the twenty that can be used in any manner you may see fit. You can have plenty of garden space around your house and a good sized chicken yard. Raising poultry can be made VERY PROFITABLE, and a few good bee hives will also be found an advantage.

And you must remember that the returns mentioned above are made during the summer months only, which leaves you the winter months to do work in the city, if you should want to make use of them in that way. It is also quite likely that a neighboring farmer might want you to help him out now and then and pay you well for your time.

THE TERMS

THE terms have been made so easy that almost anybody can afford to secure at least 10 or 20 acres. They are as follows:

10 acres.....$25.00 down and $10.00 a month
20 acres.....$35.00 down and $15.00 a month
30 acres.....$45.00 down and $20.00 a month
40 acres.....$50.00 down and $25.00 a month

Six per cent (6%) discount for cash.

A Warranty Deed will be given WITHOUT ANY EXTRA COST when the land is paid for, also an abstract of title.

DON'T HESITATE

THE demand for these Woodville estates is bound to be VERY GREAT, and judging from our past experience with similar offers we know that THE ENTIRE TRACT SHOULD BE SOLD OUT IN A VERY SHORT TIME.

There are THOUSANDS and THOUSANDS of people ALL OVER THE COUNTRY who are looking for just such tracts as what we are offering, but we have enough for only a VERY LIMITED NUMBER of them, which makes it a case of FIRST COME—FIRST SERVED.

Whether you intend to move up there in the near future or not makes no difference. The time to buy is RIGHT NOW while you can get your tract at the INTRODUCTORY PRICE. If you don't intend to cultivate it right away, buy the land for INVESTMENT. You know yourself that land is always going up in price, and you also know that offers of this kind are QUICKLY TAKEN ADVANTAGE OF.

PREPARE FOR YOUR FUTURE

EVERYBODY should own a piece of land some place because none of us know what lies ahead of us. Misfortune may lay its miserable hands on us, debt may overwhelm us, or sickness, accident or disease may render us incapable of earning a living for ourselves or those dependent on us. Rather an unpleasant subject, this, but it is something that happens EVERY DAY, some place, with some people. No one knows who may be next.

According to statistics, about 84 out of every 100 men alive at the age of 65 are dependent on either their friends, relatives or charity for their support. A large percentage, don't you think?

Nobody knows what the future has in store for him, but EVERY person can do everything within his or her means to PREPARE for the future. The thing to do is to make the right kind of investments while you are able to, and while you can take advantage of such opportunities as may be offered to you. Provide yourself with a tract of land in a nice locality where you can some day make your home, should you decide to do so, and where you can spend the remainder of your days in peace and contentment, enjoying life in its fullest sense.

EASY TO SECURE

A WOODVILLE estate is easy to secure. Only a few dollars a month are all that you will need, and you can certainly spare that for something that is so important as this. Remember that your money is protected by the BEST SECURITY THERE IS—the EARTH. Land that you own is something that nobody can take away from you, and something that CANNOT BE DESTROYED. It is YOURS AS LONG AS YOU WANT TO KEEP IT.

A Woodville estate is just what you want and you should lose no time in securing one. Simply decide on the number of acres you want, fill out the application and send it to us RIGHT AWAY. We shall be glad to receive it and give it our very best attention. REMEMBER THAT WE GIVE A TOWN LOT FREE WITH EACH 10-ACRE TRACT.

ADDRESS

THE SWAN-ARENSON REALTY & DEVELOPMENT CO.

Suite 1025, 19 S. La Salle St. CHICAGO, ILL.

APPLICATION FOR WOODVILLE ESTATE

THE SWAN-ARENSON REALTY & DEVELOPMENT CO.
19 SOUTH LA SALLE STREET, CHICAGO, ILL.

Gentlemen:— Date_____192____

Please enter my application for a Woodville Estate consisting of_____acres, for which I agree to pay the regular price specified below, if my application is accepted. You are to mail me a plat showing the location to be selected for me, also a contract covering it, on receipt of which I will mail you my first payment, if I find everything satisfactory.

It is fully understood and agreed that I am to receive a lot in your town-site for each 10 acre unit that I will purchase from you, **free of any further cost to me.**

Price per	10	acre	tract.	$	325.00
" "	20	"	"	.	625.00
" "	30	"	"	.	900.00
" "	40	"	"	.	1,175.00

Signature _____

Address _____

Town_____ State_____

Tomahawk Land Settlement Plan

We assist the settler to make a farm from cut-over lands.

Labor and material up to $500 advanced for house, barn and well.

We rent teams, farm tools, stump pullers, etc., on community basis at actual cost.
Visit our central farm and see the implements and tools we have for rent.

When settler can supply feed, money advanced for cow, pig and chickens.

Payments extended over a period of 23 years.

We try to have house and barn built before settler moves on land.

Stump-pullers furnished are of latest design, with all necessary cables, chains and hooks.

Settler can clear 10 acres a year, and have 30 acres under cultivation in 3 years.

PAYMENTS—When we make advances for house, barn, cow, etc., we expect a first payment of $250.00 per 40 acres.
If a man is not in a position to pay $250.00 in cash at the time of purchase, he should tell us just what he can do.

To actual settlers who do not desire advances, the first payment on land can be at $10.00 per 40 acres.

After the first payment, no further cash payments asked for 3 years, if settler moves on land and makes improvements averaging $10.00 per 40 acres per month, over advances.

Payment for land, buildings and rental charges distributed over 20-year period, 6% interest.
Rental charges and supplies advanced limited to $25 per acre of land put into cultivation.

SOILS—A variety of loams.

PRODUCTS—Dairy products stand first.
Our county produced $1,500,000 of dairy products in 1918.

Clovers and grasses grow remarkably well.
Lands are in the well known "Clover Belt." Pastures keep green throughout the summer.

Best soil in the State for potatoes.
Potatoes are considered the cash crop.

Oats, rye, roots and vegetables give high yields.

WATER—Clear, pure, cold.

CLIMATE—Invigorating and healthful.
The winters are free from the winds and blizzards of the prairies.

RAINFALL—The average yearly rainfall is about 34 inches, which is as high as in any locality throughout the State.

MARKETS—Chicago, Milwaukee, Minneapolis and St. Paul are all tributary; 12 hours ride to Chicago.

RAILROADS—Chicago, Milwaukee and St. Paul Ry. (Wisconsin Valley), "Soo Line," Marinette, Tomahawk and Western R. R. ("our railroad").

GOOD ROADS—There are 764 miles of public highways in the county.

GOOD SCHOOLS—The county has 85 schools. Population of county 21,100.

We assist the settler to make a farm from cut-over lands.

Labor and material up to $500 advanced for house, barn and well.

We rent teams, farm tools, stump pullers, etc., on community basis at actual cost.
Visit our central farm and see the implements and tools we have for rent.

When settler can supply feed, money advanced for cow, pig and chickens.

Payments extended over a period of 23 years.

We try to have house and barn built before settler moves on land.

Stump-pullers furnished are of latest design, with all necessary cables, chains and hooks.

Settler can clear 10 acres a year, and have 30 acres under cultivation in 3 years.

PAYMENTS—When we make advances for house, barn, cow, etc., we expect a first payment of $250.00 per 40 acres.
If a man is not in a position to pay $250.00 in cash at the time of purchase, he should tell us just what he can do.

To actual settlers who do not desire advances, the first payment on land can be at $10.00 per 40 acres.

After the first payment, no further cash payments asked for 3 years, if settler moves on land and makes improvements averaging $10.00 per 40 acres per month, over advances.

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RURAL TELEPHONES—Lines go in three directions from Tomahawk.

Work during winter months can usually be obtained nearby in logging camps, or with those getting out cordwood, pulpwood, poles, ties, etc.

We have been here since 1888 and have seen men start with less than $500 and become successful farmers today, worth $5,000 to $20,000.

We know that the farmer who works wins.

We have never foreclosed a settler's land contract.

"We help the man who helps himself."

WRITE TO US.

TOMAHAWK LAND COMPANY

TOMAHAWK, WISCONSIN

4-20-1M-9

Noted
9/25/20
SEP 1920
Director

Michigan Farm Lands

A Brief Statement of their Advantages and Opportunities

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FOREWORD

Mr. Swigart resided in Michigan for many years and nearly twenty years ago founded this business. Following upon his purchases of extensive areas of cut-over timber lands he became active in colonizing and developing this district. He is identified with the founding of a number of towns and more recently Wellston where local headquarters are maintained.

In making low terms to give people of limited means a chance to acquire farm homes, Mr. Swigart is a pioneer. His purpose was to settle the lands with deserving, industrious people, bringing them from the thickly settled rural districts of other states. Neighborhoods settled by congenial, well-meaning, right-living people accustomed to earning their living by honest toil are bound to do well wherever conditions are right. Mr. Swigart recognized the necessity of securing settlers who would be a credit to the citizenship of our counties.

In 1905 Mr. Swigart moved to Chicago and established offices in the First National Bank Building, thus getting in closer touch with the increasing number of home seekers from the adjoining states. Later he incorporated the Swigart Land Company and his offices, enlarged from time to time, are now a part of our general offices. Here a large clerical force is employed to look after the interests of customers, conduct correspondence with all who inquire about land and direct the work of a dozen traveling general agents and over 200 local representatives in various states. Thus, the Swigart Land Company has grown to be one of the largest and strongest land organizations in the United States.

At our Wellston headquarters a number of men are employed in the work of examining and showing lands, operating a demonstration farm and the Swigart orchards containing 6,000 trees, also a lumber yard for settlers and the Wellston garage which houses the company's automobiles. We also own store and hotel buildings there which we lease, and an office building which we occupy. Through our Wellston office settlers are advised in the best methods of agriculture for this district by farm experts in the employ of the company.

The Swigart Land Company has a paid up capital of $350,000 and a considerable surplus. References as to our financial ability and business integrity are the First National Bank of Chicago, Manistee County Savings Bank of Manistee, Michigan, and the Chicago daily newspapers. The officers of the company are George W. Swigart, President, C. J. Canfield, Treasurer, and R. B. Swigart, Secretary. The heads of the several departments in the business are experienced men most of whom have been with Mr. Swigart for years.

FOREWORD

GEORGE W. SWIGART

PRESIDENT AND FOUNDER OF SWIGART LAND COMPANY

1245-1250 First National Bank Bldg.,

CHICAGO

Our efficient service has made many satisfied customers and friends. The insurance we give is a much appreciated security. We guarantee titles and amounts of acreage and give buyers the benefit of our experience in selecting lands to suit their purposes, whether for general or specialized farming, stock raising, dairying, poultry business or for fruit or truck growing. Our reputation as dependable land merchants is our greatest asset and we feel that that reputation is at stake in every transaction.

Our lands are first carefully examined by experts whose examination notes are placed on file at both the Chicago and Wellston offices. Prices are then determined in accordance with the lay of the ground, kind of soil, how watered, and location with reference to good roads, schools, towns, telephone lines and rural mail routes. Our best advertisement is in the qualities and values given.

Following Mr. Swigart's idea, that a large acreage must be developed by the co-operation of many people, we extensively advertise the opportunities offered. Thus, an investor has the assurance that sooner or later settlers will be placed on land adjoining his own, thereby bringing an enhanced value to his land.

A cardinal principle which Mr. Swigart has made a part of this institution is that it lives up to its promises. And he insists that fair and honest representation without exaggeration be observed by representatives and in all literature and advertising. We call your attention, therefore, to the conservatism of the statements contained in this booklet which, with the help of its photographic productions, gives a comprehensive idea of the conditions for agriculture and horticulture in the Swigart Tracts.

The distance is not far from Chicago, or Toledo, and the trip can be taken at small expense and little time lost. We invite you to come and verify what follows in these pages.

Additional literature, maps and plats and special information will be sent upon application. Correspondence is invited and as nearly as possible will be answered on the same day it is received.

Start a savings account in land. While you may work for a time to pay for the land, the land will never cease working for you.

Lumber was handled by the mills around Manistee Lake by the millions of feet

THE SWIGART TRACTS IN MASON, MANISTEE, LAKE AND WEXFORD COUNTIES

What advantages have these counties that make them a desirable place for one to invest for his future farm home, or for any of the many uses of farm land? The answer will be better understood when you learn that the message in these pages is addressed to people in the states where increasé in population, with corresponding increase in the price of land, is making it less possible every year for persons of average means to obtain farm land. There are many reasons why people prefer to locate in this part of the United States.

AMERICA'S THRIFT ZONE

Within a radius of 400 miles of Chicago, there are twenty-three billion of the forty billion dollars' value of the nation's farm property. The six states within this radius comprise the Thrift Zone of America's farming. They have the largest percentage of farmers earning more than $1,000 per year. Their lands have outstripped in percentage of increase in value any other part of country in the past ten years; and their bank deposits of farmers aggregate larger than those of any other half dozen states. This Thrift Zone is the center of population of the United States with the greatest number of large cities. Its markets are unlimited; nearly the whole nation has to help to feed its people. The cost of delivery into its boundaries largely fixes the standards of prices for agricultural products. A location within this center means delivery of most produce at least cost for transportation and in the better, fresher condition which commands prices above the average market. Transportation, which is the life of any section, has here reached highest development. That this is the most thickly populated country shows it to be

Wheat on one of the older farms in the Swigart Tract

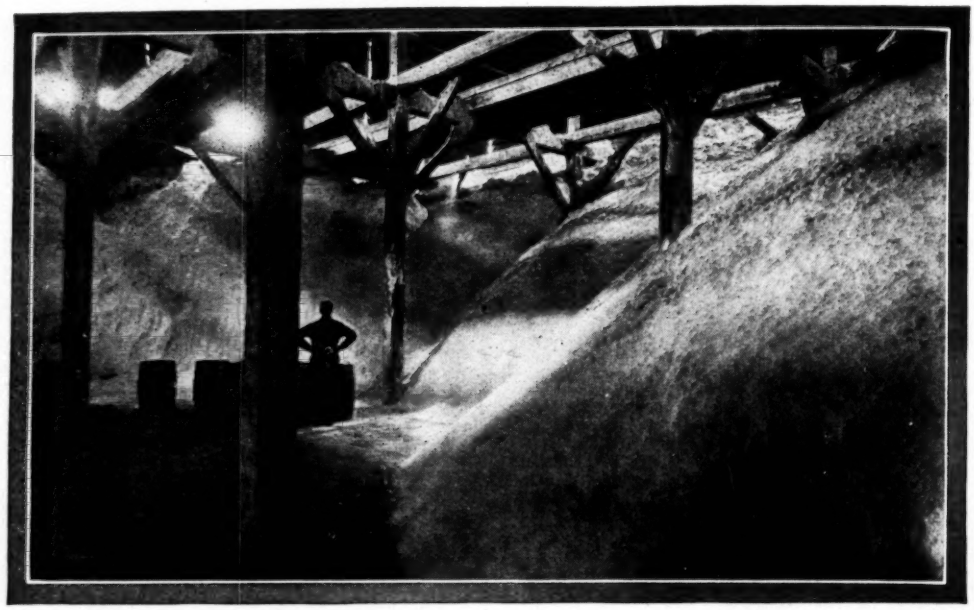
the most prosperous; and Government statistics show that its sanitary and health conditions are superior to those of other sections. Thus you see why people prefer to remain in this thriving part of America.

MICHIGAN GAINING

Michigan is now one of the important states within America's Thrift Zone. It was one of the last states to be developed agriculturally because it was handicapped by lumbering. Only 30 years ago lumbering was the principal industry and Michigan was one of the greatest lumber-producing states. Fame in agriculture has since come to Michigan because of the activity of her people in general and specialized farming, orcharding, dairying and stock raising. Figures issued by the Census Bureau show that Michigan ranks among the states as follows:

FIRST, in rye and beans; SECOND, in potatoes, apples and sheep; THIRD, in buckwheat, grapes, pears, sugar beets, dairying and cheese factories; FOURTH, in cherries and honey; FIFTH, in peaches; SIXTH, in cranberries; EIGHTH, in plums; NINTH, in oats; TENTH, in eggs and poultry; ELEVENTH, in barley; TWELFTH, in wheat; THIRTEENTH, in hay and forage; FOURTEENTH, in corn. It is a fine showing and means that each of 34 states produce less than Michigan does of the products mentioned. Michigan stands FIFTEENTH, in value of her farm lands; SIXTEENTH, in the number of farms; SEVENTEENTH, in value per acre of farm lands; EIGHTH, in population, and TWENTY-FIRST, in land area.

In 1850 Michigan ranked THIRTY-THIRD in population, and every census since has progressed to a higher rank. The death rate in the rural districts of



A salt block at Ludington. Hills of salt are piled up by dumping from overhead vats of evaporated brine which is pumped from wells 2,500 feet deep. With Manistee this is the greatest salt producing district in the world. Other cities make a specialty of salt baths for rheumatism, skin and blood diseases, kidney and liver complaints, and obtain good results by this treatment.

Michigan for the past ten years has been about 10 per cent. less than in any rural district of the entire United States. In no state are there more healthful conditions. The water supply is famous for its purity and abundance. It has the northern climate that has produced the world's strongest race of men. If one is northern born he needs the tonic in the change of seasons of this latitude and is never sure that he and his family can stand the test of southern or hot climates.

If you read much about Michigan you will learn that bankers hold conventions to provide ways and means to aid farmers; development bureaus have been organized; farmers' granges multiply and grow; railroads are being extended; improvements are made on Government harbors ($1,000,000 and $350,000, respectively, expended on Ludington and Manistee harbors); alfalfa campaigns are conducted; potato growers are organized; Government agricultural experts are employed by many of the counties. A state-wide good roads' movement is backed by strong, financial aid. There is progressive legislation for the farmer, recent laws being the Exemption from taxation for 5 years of settlers while they improve new land, and a seed law which regulates the purity of seed.

The state is making big strides in educational work. Agricultural instruction is being spread by agents of the state agricultural college. In no state is there a more aggressive, general movement to advance agriculture and promote the interests of the farmer in his producing, his shipping and marketing facilities and for bettering his living conditions.

Citizenship is of a high standard in this enlightened state where there is united effort for the common good. And to live in Michigan is indeed a privilege.

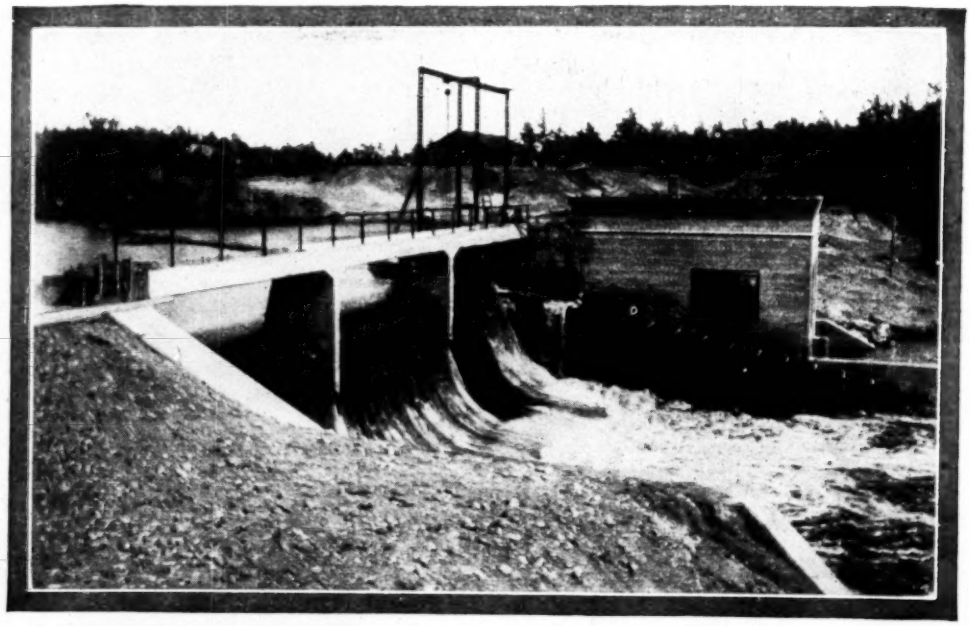
River Street, Manistee, on a holiday. A city of clean streets, good buildings and enterprising people. Its prosperity, since nearly all of its twenty big lumber mills have gone, is backed up by farmers who are reclaiming the lands and whose buying power is the main support of most of its local institutions.

MICHIGAN'S FAMOUS FRUIT BELT

The U. S. Government Climatological Report of Section 62, Western-Lower Michigan, says: "The climate of this section differs from that of Section 63 (Central and Eastern part of Lower Peninsula) in but one important particular. The prevailing winds being westerly, the influence of Lake Michigan modifies, to a considerable degree, the climate of a strip of territory 20 to 30 miles wide along its eastern shore. This vast body of water, which absorbs heat more slowly than land during summer, and parts with it with equal slowness during winter, serves to temper the extremes of heat and cold of the winds blowing over it, which in turn ameliorate the temperature to a considerable distance inland. This narrow strip of territory is known as the Fruit Belt, because this peculiarity of its climate enables the cultivation of peaches, grapes, and other tender fruits, with a success that is impossible in other regions of the same latitude not similarly protected."

Since the report was issued, the virgin forests in Western Michigan have been removed, so that Lake Michigan's influence, and therefore the Fruit Belt width, are now conceded to extend 10 miles further inland.

The Fruit Belt of Western Michigan is a great health resort. The medical fraternity recommend it. It is estimated that 500,000 people from all parts of the United States flock here every year to enjoy the clear, bracing atmosphere, the delicious water, boating and bathing. They consume millions of dollars of the farmers' products.



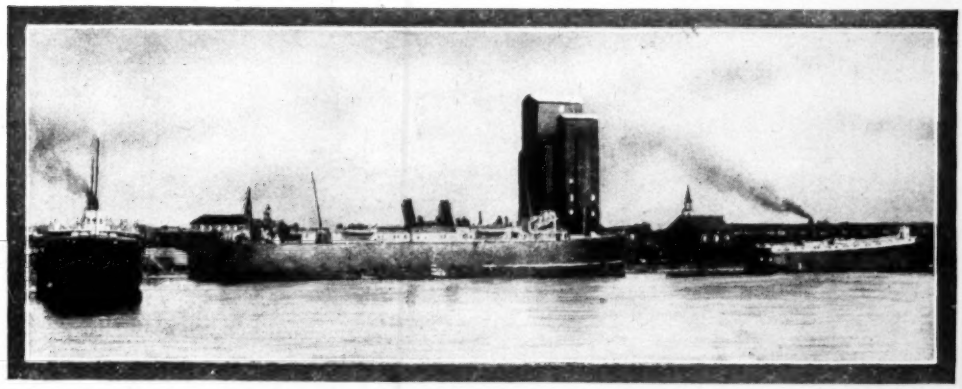
Electric Power Dam near Wellston. 15-foot head. Supplies light for Manistee and Cadillac and furnishes power for constructing a series of seven dams in Manistee County. Construction work is nearly completed on the second dam, which has a 50-foot head, and the others in their order will have 70-foot, 65-foot, 60-foot, 30-foot and 65-foot heads. A great deal of benefit will be derived in a number of ways from this enterprise by the residents on the Swigart Tracts.

Thousands, however, who visit Michigan's beach resorts, do not wander from the shore, and seeing no more of the state get an incorrect idea of it. Many seem to think that all of Michigan is like the shore at St. Joe. Now the coast line of Michigan is sand with the soil washed out just the same as the coast line of Maine is rock with soil washed away, but the soil throughout Michigan is no more all sand than the soil throughout Maine is all rock. From such a limited knowledge a prejudice has been formed which is a stumbling block for many who would otherwise be purchasers of Michigan land. Others, have been too prone to let themselves be prejudiced against the whole state from a limited knowledge of some small section of it. To get a clear idea of what is in store for homeseekers in our part of Michigan we ask you to come inside our counties and make investigation.

INSIDE OUR COUNTIES

The Soil

The soil in this four-county district is unlike the sand along the lake shore. It is a productve loam with sufficient sand to make it a warm soil, sufficient substance to give it body, a quick producer and a moisture retainer. It practically never fails to respond to clover cultivation. In wet spells it absorbs and takes more of water and remains in better physical condition than does clay soil. In dry spells its moisture is economically conserved in a manner that clay soil is incapable of. It is easier to handle and to keep in good physical condition, through all seasons, and consequently has a wider range



Pere Marquette Lake forms a large, deep water harbor, one of the finest and safest on Lake Michigan and has made Ludington the greatest car-ferry port in the world. Steel car-ferries carry loaded freight trains to Milwaukee (96 miles), Manitowoc, Two-Rivers, Kewaukee and other ports on the opposite shore. The grain elevator shown has a capacity of 75,000 bushels and marks the growth of agriculture in Mason County.

of crops than strictly clay land. White and Norway pine, hemlock, tamarack, cedar, spruce, basswood, elm, oak, ash, maple, beech and birch trees grew on these lands. It is indeed a soil of great strength that pushed up such great forests, and is now producing from 100 to 300 bushels of potatoes per acre.

The growth of vegetation is from ten to twenty days longer in the Fruit Belt section than in the rest of Michigan. That is, there is less danger from late frost in the spring, or early frost in the fall. Seasonable frost and freezing are Nature's most potent sanitary remedies. With them she destroys malarial and other disease germs, purifies the air and promotes general healthfulness. The frosting of the soil during the late fall and early spring adds greatly to its vitality and fertility. Unseasonable frost is the terror of farmers, gardeners and fruit growers in all parts of the United States. California's frost in the fall of 1912 cost that state many millions of dollars in its ruined orange and lemon crops and trees. A March or April frost frequently kills the plants of the Georgia, Louisiana or Texas melon, tomato and potato crops; and the Virginia, Kentucky, Tennessee, Missouri, Southern Ohio, Illinois and Indiana farmers frequently suffer damage to their tobacco, corn and other crops. The orange groves in Florida are periodically ruined by cold waves. Observant readers of current litureature are aware that all parts of the continent between the Arctic circle and the Gulf of Mexico, suffer more or less from climatic changes, but the Fruit Belt of Western Michigan enjoys the excellent protection of Lake Michigan.

By the census of 1910 these four counties had a population of 74,228; number of farms, 6,283; native white farmers, 4,011; foreign born farmers, 2,250; negroes and other non-whites, 22; average sized farm, 80 acres; 2,219 miles of wagon roads; 273 school houses; 564 teachers; 141 churches; 47 farmers' granges; 68 postoffices; 35 rural free delivery routes; 27 newspapers; railroads: Pere Marquette, Manistee East and West, Grand Rapids & Indiana, Ann Arbor, Manistee & Northeastern and Arcadia & Betsey River; steamship lines: Northern Michigan Transportation Co. (Chicago boat line), Pere Marquette steamers, Pere Marquette car ferries, besides a number of salt and lumber transportation lines. Principal industries: salt pumping, lumbering, and farming.

The last forest to disappear on the Swigart Tracts. This forest had a mixture of beech, maple, hemlock, birch, tamarack and pine around Pine Lake.

Our rainfall is between 32 and 33 inches, well distributed over the growing season which in Western Michigan averages from 140 to 160 days. Excellent drinking water is usually obtained on the farm by drive wells at a depth of from 15 to 25 feet. About one-eleventh or 9½ per cent. of the area is in bodies of water quite evenly distributed. There are springs of clear, sparkling water, and brooks and creeks as clear as crystal. The region abounds with beautiful inland lakes blue and deep and stocked with choice fish.

The surface of the country in general is gently rolling and very similar in the four counties. There are tracts almost as level as a floor. Here and there will be found hills, but the larger portion has a slightly undulating surface which requires no tile and drains and does not wash. Practically all of the land can be easily worked with machinery, and one accustomed to flat country will find plenty of level land. As a whole it is a well-drained country. The district drains to Lake Michigan where the altitude of the land is 600 to 700 feet, and on the east side of the counties, 1,200 to 1,400 feet.

Timber and Clearing

Originally these were timber counties, devoted entirely to lumber interests. Millions of logs were floated to the mills in Ludington and Manistee, down the Pere Marquette and Big Manistee Rivers, and their branches, and millions more were conveyed to the saws by railways. The timber consisted of White and Norway pine, hemlock, tamarack, cedar, spruce, basswood, elm, oak, ash, maple, beech and birch trees. Mighty forests of them grew and flourished on the lands for centuries, and presented the appearance of immense cathedrals with lofty vaulted roofs of foliage and perpetual green. White and Norway

Sheep are an aid to clearing our lands.

pine grew to great heights, often 125 to 150 feet, and much of it furnished six saw logs of 16 feet, or eight logs of 12 feet in length, before reaching the lower limbs. In heavy pine forests, the tree foliage was so dense as to exclude the sun's rays, and thus little plant life aside from ferns was to be found. However, as these forests were cut and the sunshine reached the earth, there sprang up a second growth of hardwood

The original growth varied over the district. One section would be almost all pine, and the adjoining one hardwood of different kinds, and again on a large portion of the land there was a mixture of both. As the timber was cut years ago, it is sometimes difficult to determine exactly what kind predominated. Often, where the pine stump appears, more rapidly decaying hardwood may have vanished. On some "forties" a very little of "saw timber" has been left, and on most all of them there is a good-sized second growth of oak and "black" pine, and popple or aspen, and in many locations, wild cherry, plum and crab apple trees. Our second growth oak should not be confused with "scrub oak" which in some counties grows to a height of only ten to twenty feet. Our second growth oak (white oak) reaches a height of 40 to 50 feet and black pine, 60 to 75 feet. Black pine is an original growth which is not to be confused with the smaller "jack pine" growth. The size of our second growth oak which prevails is important to the settler, because 1st—some of it is sufficiently large to warrant cutting into lumber by portable saw mills; black pine is harder than Norway pine and makes better lumber than hemlock; 2nd—there are on the majority of the "forties" sufficient second growth trees that furnish two to four standard-size posts to the tree, to provide for fencing the land; and 3rd—our second growth timber is sufficient on most "forties" to supply a family with fuel for heating and cooking for a number of seasons, and therein is much value when you consider that farmers elsewhere using coal, expend seldom less than three hundred dollars in five years for fuel. Stove wood in some cases has paid for the lands from which it was taken. Additional wood industries in our district are the cutting of railroad cross ties from second growth oak, lath bolts from "black" pine, shingles from pine stumps, and shipping popple wood to pulp makers.

A value to the stumps, besides their use for shingles, fuel and fences has been given by the process of extracting wood alcohol and turpentine from

One of our new roads which, when first brushed out and cleared and before grading, are generally better than the average country roads in the neighboring states. View in Lake County.

them, besides the growing demand for their reduction into pulp fibre for paper. Where turpentine and pulp plants have been established within distance for economical transportation the stumps are disposed of at a profit.

Clearing is nowhere near as hard work as it was twenty years ago because of many economical devices and improved methods, and because refuse has since largely rotted away, leaving scarcely any forty acres without some space where clearing can be done with comparatively little labor. Hardwood stumps rot quickly, and the remaining pine stumps as their roots become weaker, are not so stubborn. On some pieces of land there are comparatively few stumps.

The cost of clearing varies as no two forties are exactly alike, and much difference is often found on adjoining forties in the amount of labor necessary. On occasional open spots, the grass sod is practically ready to be turned by the plow, with little or no expense; on places covered by clumps of brush, a man and team will yank out the brush at trifling cost; but most of the district is cut-over land. Settlers do their own stumping as a rule, using their spare time for doing it, and keep no special account of the time and labor required. They know, however, that their stump pulling is done economically by the utilization of "in between" and odd times of the year.

The new settler at the beginning cuts out the brush and piles the logs and loose wood, and does not stop then to pull the larger stumps on account of the greater importance of raising feed for the coming winter, and starting his garden. The first year, on a number of acres thus bared, plowing and cultivating is done around remaining stumps with less difficulty than one would think, and the land so prepared is utilized for crops. He then pulls the stumps in an adjoining field at convenient times until that field is entirely cleared and then goes at another field and so on until in time he has a general-purpose farm largely cleared on 40 to 80 acres, worth respectively, $3,000 to $6,000 and up,

A road in Manistee County. Our counties believe in good roads, and are building more every year.

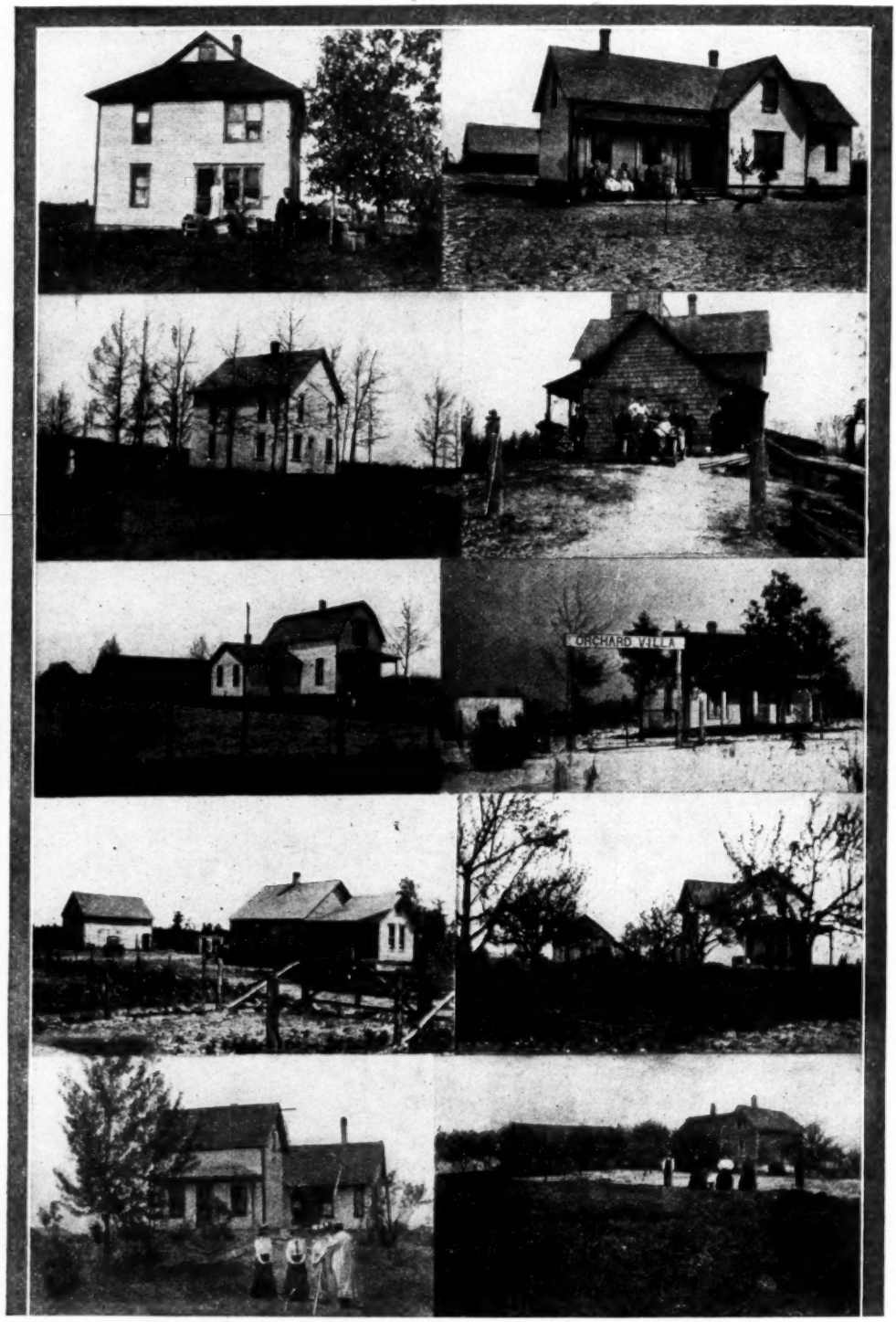
in proportion to his improvements; and on acreage he properly developes a good commercial orchard, the value may run into hundreds of dollars per acre.

Steel yard and screw (tripod) stump pullers, cable and capstan devices, costing new from $50 to $150, tip out the stumps, clean and clear, at a rapid rate. There is a case in point near Wellston, where a crew of four men, with two teams and a steel yard machine, removed 240 stumps for each day of ten hours or 24 an hour. Taking an estimated average of about 60 stumps to the acre, the amount of ground thus gone over was 4 acres per day and thus the cost per acre was small. Two or three settlers often club together and buy or rent a machine. Dynamiting and powder blasting are used by many as a saving of labor; and boring and burning is an economical method.

The Roads

The first roads in this district were built for hauling logs to river banks where they were slid by "chutes" into the water, and for hauling supplies and provisions from railway stations to lumber camps. Both narrow and standard gauge railroads penetated sections not accessible to streams, and their grades, after the tracks were pulled up, served as wagon roads for the first settlers. Few of these roads are now used because as settlers have been increasing in number, many section and half-section line roads have been opened, and more are being built in all the townships. The section and half-section line roads are required to be four rods wide. It gives more oppurtunity for grading, drainage and the utilization of gravel and other material along the road sides.

The roads are good, and, even when first cleared and brushed out, are better than the average dirt roads of Illinois and Indiana. In wet weather when their dirt roads are almost impassable ours are in good condition. Many miles of model stone and gravel roads are being built by our counties with state aid. They facilitate the delivery of farm products. Automobiles from Wellston have no difficulty in going to any section of land in the Tract during the automobile season. Nine and four-tenths miles is the distance of the average American farm



Some farm homes built by settlers on the Swigart Tracts.

Hoag Lake in Freesoil Township, Mason County.

from its nearest shipping point, according to statistics gathered by the United States office of public roads. The average time spent on the road by farmers is twenty days of each year, and a locality where good roads cut that time in half has a great advantage.

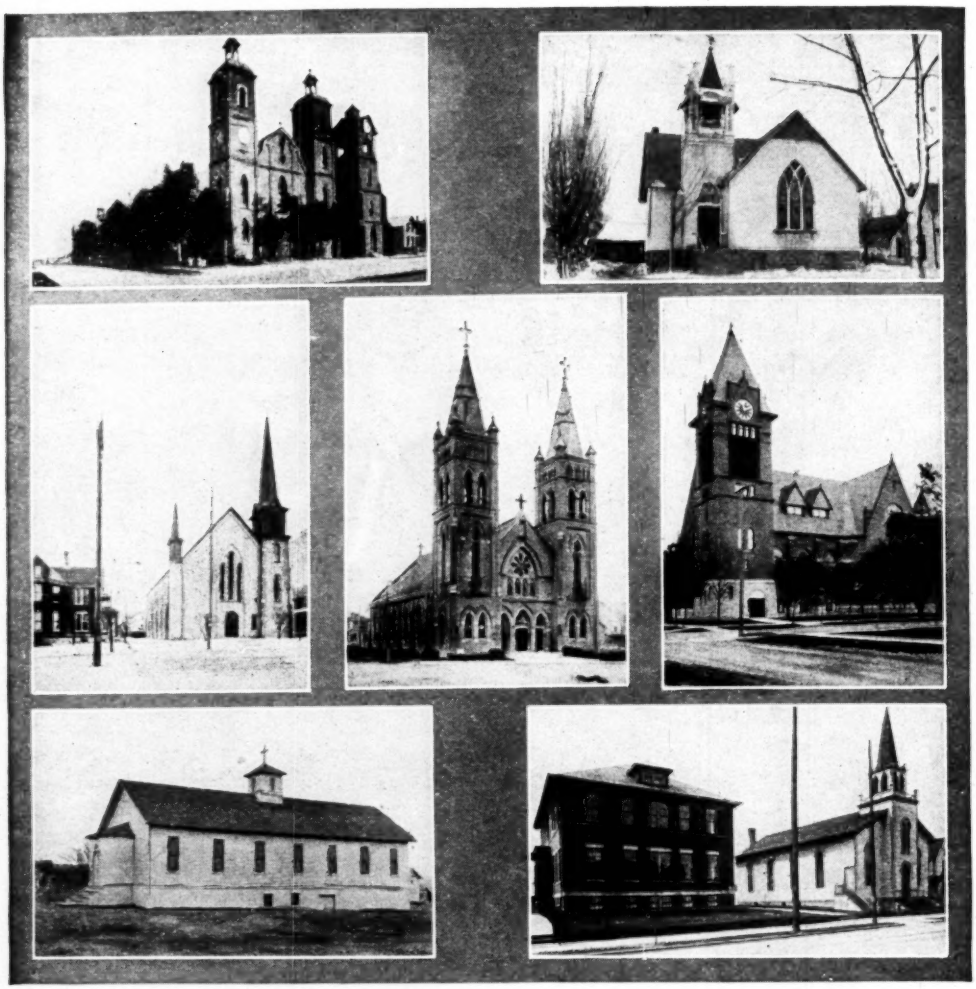
Country people in some states, where there are localities of hub-deep and bottomless roads, lead a dreary existence, and many such locatlities are becoming poorer and more sparsely settled. The farmer can count our roads as a profit in saving time, wear and tear on horses, harness and vehicles, and in enhancing the value of his real estate; and he may also count them as a pleasure and an aid to sociability, religion, and education.

A silo census of Western Michigan was recently taken. It shows that one thousand silos have been erected in twenty counties in our part of Michigan in two years. In the number are Mason, Manistee, Lake and Wexford Counties, where the SWIGART TRACTS are located, and this four-county district built its full share of them. This shows that these counties are progressing on the most substantial agricultural basis. Maintenance of fertility on farm land everywhere calls for live stock. We are taking measures to avoid the mistake by worn-out agricultural districts of other states of taking everything from and putting nothing back into the soil. Clover, alfalfa and ensilage make possible the keeping of more live stock on the same amount of acreage. In Illinois 2 out of 3 farms are operated by tenants; in Michigan less than one out of six, and the record is better still of the 6,283 farms in Mason, Manistee, Lake and Wexford counties, only one out of twelve of which is operated by a tenant.

LOCATION COUNTS

The Swigart Tracts located in Mason, Manistee, Lake and Wexford counties, are in the geographical center of the Fruit Belt. Wellston, the headquarters and center of the Tracts in these counties, is only 175 miles on a direct line from Chicago, and 300 miles from Bloomington, Indiana, the center of population of the United States. The Tracts are thus within the circle of America's Thrift Zone. Within 175 miles of Wellston there are 55 cities with

> The farmers' advantage will continue as long as three families expect to live on one farmer's products; and the ratio of city to agricultural population grows larger every year.

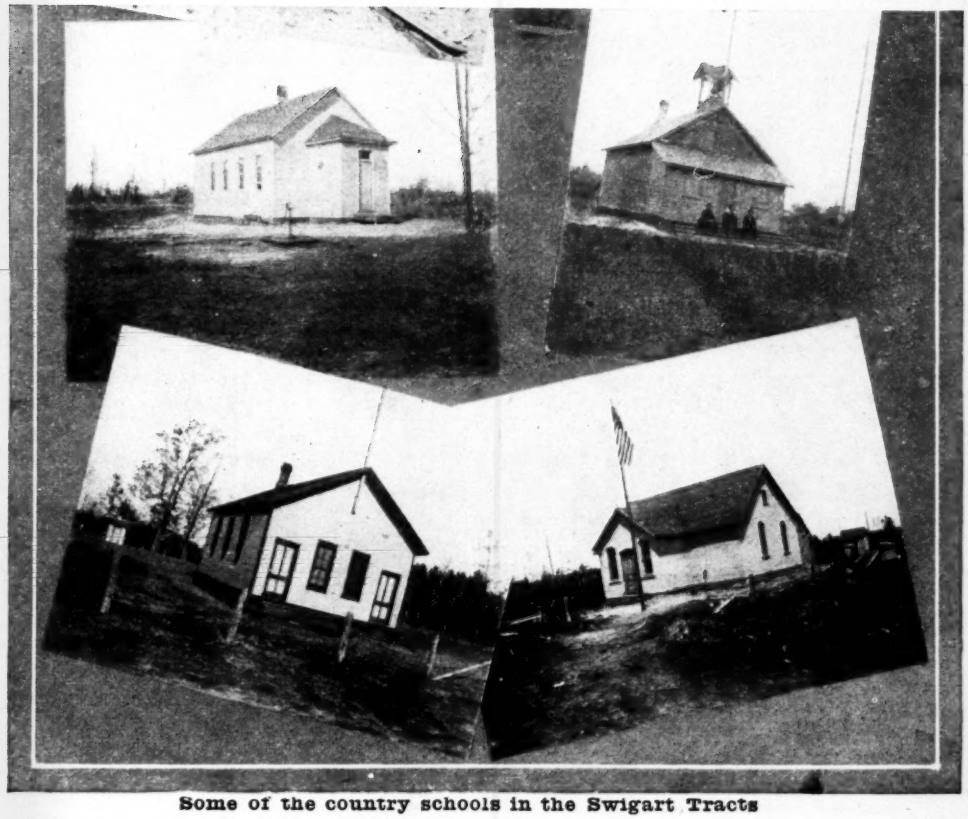


St. Joseph's Church, Manistee **Methodist Church, Freesoil**

Methodist Church Manistee **Catholic Church Ludington** **Congregational Church Manistee**

Catholic Church, Freesoil **German Lutheran Church, Manistee**

a population of four million people. The most prosperous communities the world over are located on an ocean, lake or river. The Swigart Tracts thus located near the central point of Lake Michigans east shore, with harbors at Ludington and Manistee are in the direct path of the Great Lakes' traffic. In competition with shipments from Western and Southern states which require 24 to 56 hours en route, our products placed on boats or trains in the evening are in Milwaukee and Chicago before 7 'clock the next morning. Thus it will be seen that the unique and strategic geographical location of the Swigart Tracts is such as to secure for them permanent and decided advantages over most sections in the matters of marketing, and cheap and quick transportation. Location spells opportunity. There is good land lacking markets, lacking transporta-

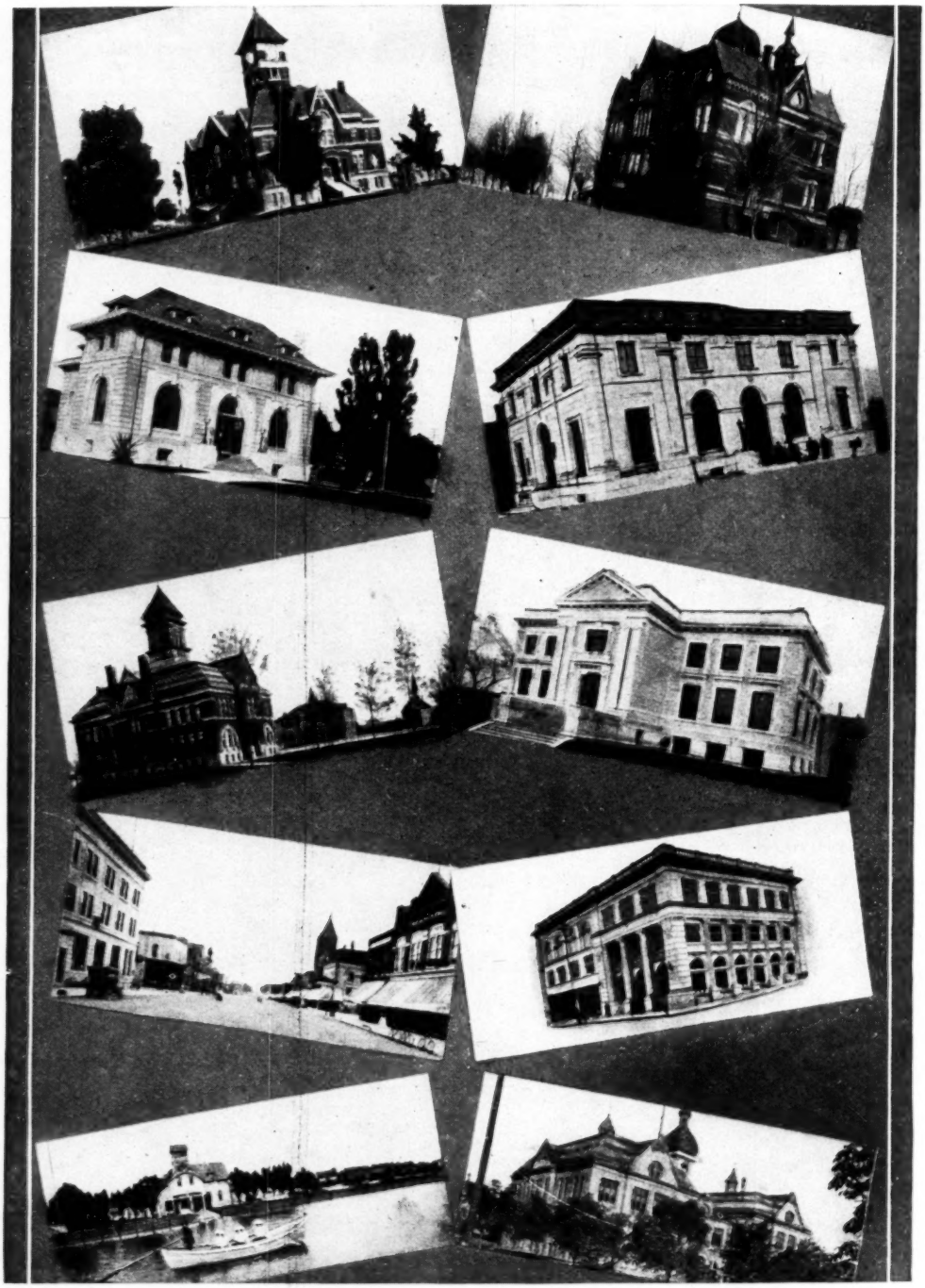


Some of the country schools in the Swigart Tracts

tion, and thus isolated from the path of progress which you would not buy because you can't get enough opportunity with it.

For over 20 years Mr. George W. Swigart has been identified with colonizing work in Michigan. He has seen stately forests of hemlock, maple, beech and birch displaced by orchards of apples, peaches, pears and cherries, thousands of acres of wild land turned into fields of clover and vegetables, haunts of fox and deer turned into pastures for horses and cattle and lumber camps changed to a countryside of farmers. He used to drive by team over winding logging roads to see the lands. There were only a few log houses a few miles apart. Now automobiles drive over good section line roads and cross bridges that span the streams through all parts of the Tract, with farms and school houses in sight most of the time. Settlement started slowly in those days. The beginning was uphill work. A small voice was Michigan's in those days against the thundering call of the West where 20 years ago there was a great deal of cheap land. Even in Illinois, land was quite reasonable. But immigration filled up the West and in the year 1900 the tide turned back. Land prices everywhere then went up and have been going up ever since. Then settlement of the lands in our district commenced in earnest. The rising prices of the land drove half of the farmers of the North Central states to renting. For instance in Illinois, in McLean and Livingston counties where land values are greatest, 56% and 60% respectively, of the farms are now operated by tenants.

Another factor that is attracting people to these virgin lands is that farmers of the North Central states have for years been mining the wealth of the soil instead of conserving it, thus impoverishing many districts. This applies



Ludington—
- **Mason County Court House**
- **Public Library**
- **Model Schools**
- **Ludington Avenue**
- **Life Saving Station**

Manistee—
- **Manistee County Court House**
- **Post Office Building**
- **Public Library**
- **Manistee County Savings Bank**
- **High School**

particularly to sections of country where the land has long been "skinned" as a result of the year to year renting system.

When our present office was established in Chicago in 1905, we found farmers paying high rents and city workers struggling against the high cost of living without making headway, who were anxious to learn about land in Michigan. We started advertising the lands only 170 miles from Chicago. People commenced coming and continued to come in ever-increasing numbers until we had to run a Special Pullman Car and sometimes two cars to accommodate land seekers on our excursions.

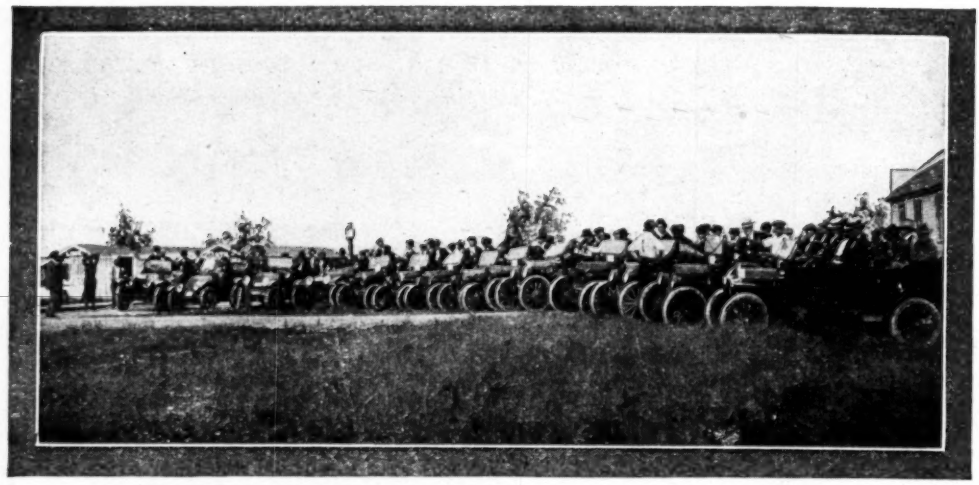
A natural question often asked is, "Why do so many people go to the Swigart Tracts?" Read on and see if the question is answered. Our faith in Michigan is shown by our ownership of land in eleven of the twenty counties known as Western Michigan, where we pay taxes to 53 township treasurers. Lands in the four counties mentioned constitute approximately 50,000 acres by inventory, and this amount of land has been kept on sale with new additions. We have owned all together some 175,000 acres and have settled many hundreds of people on the lands and have been identified with the founding of new towns and more recently the town of Wellston, where only 9 years ago there was only a railroad crossing, but which is becoming an important town in the County.

For 20 consecutive years Mr. Swigart has been identified with colonizing work in this district. Now there are a thousand men backing the work with their brains, money and muscle. They are the men who have bought Swigart Tracts. Collectively they stand as a guarantee of continued progress in this district. There is room for a great many more men with their families here. True citizenship is rooted to the soil. Come and take your place in our colony. Our communities are building up the towns, erecting more schoolhouses, churches, township and grange halls, building homes, putting up fences, making good roads through township after township, clearing land, putting up barns, silos, driving wells to health-giving water and raising stock and crops that pay.

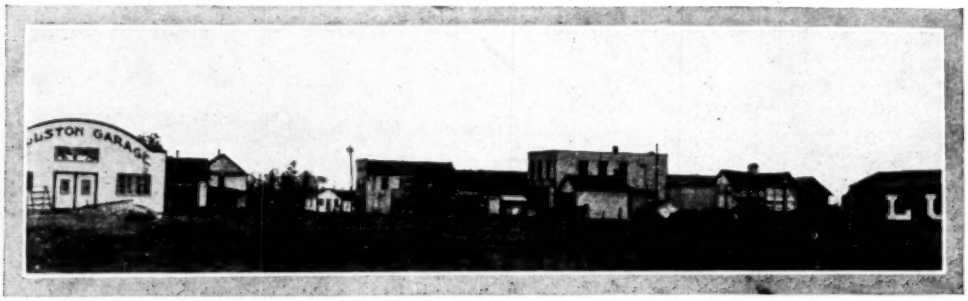
We take pride in Ludington and Manistee. We have helped our Counties sustain the prosperity of these former lumber towns, the interests of whose 25,000 people are now allied with agriculture. The influx of our settlers is being followed by cattle, sheep and hogs. According to the 1910 census, our Counties had $2,719,346 worth of farm animals, and settlers who have gone on their lands since then have helped considerably to increase that figure.

Consider the growing demand and the rapidly diminishing supply of good farm lands at reasonable prices. The Swigart Tracts meet this demand. Two hundred and fifty thousand farm renters in Indiana, Illinois and Iowa find renting conditions becoming intolerable; land owners in those states can't get more acres there for their sons; consider the general movement forward to the land because of improved methods, better living conditions, increased profitableness of the farming business and increase of population in the United States at the rate of 4,000 and 5,000 per day—every day. The entire population doubles once in every thirty years. In the year 1912 alone, 3,600 familes from other states moved into the twenty counties of Michigan's Fruit Belt.

A thrifty man's noble ambition is to own a home and call it "my house" and "my farm." It enlists him forever under the banner of law and order.

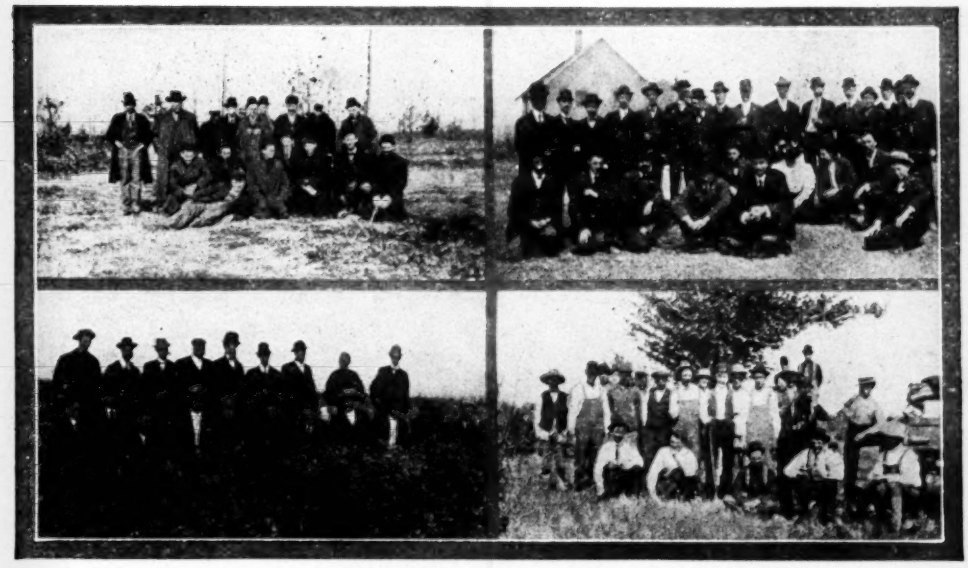


An excursion of land-seekers which required 2 Pullman cars and 21 Automobiles. There were 117 people on this excursion to the Swigart Tracts.



General view of business part of Wellston showing private garage of the Swigart Land Co. on the left.

Our Wellston Headquarters at Welston, Manistee County, Michigan. From here we show lands in Manistee, Mason, Lake and Wexford Counties.



Land and Homeseekers out on the lands. They come from all parts of the United States.

Suppose you have a boy ten years old and that you are say, forty years old. Suppose you buy a farm, or a Swigart Tract, in 1918 while the farmers are feeding 110 millions of people. When your boy becomes 40 years of age our farmers will be feeding 220 million people. What will the farmer be worth—30 years from now? There will not be any more land. Farming will hold first place among all industries.

Confidence in agricultural progress is the important factor in the colonizing of this land. It is a proven, substantial project that has stood time's test and out-lived hundreds of booms and schemes in other parts of the country. Beyond the mere selling of the land is the permanency of the plan which appeals to men who understand the value of co-operation with a financially strong, enterprising land colonizing organization in developing and building-up of the district. We are putting many thousands of dollars received from the sale of land back into the development of orchards and various other projects for the betterment of the district.

At first we had only the lands to show. Agriculture was a future matter. Faith was necessary. Men who bought then had to possess the faculty of foresight. But they pinned their judgment on the certainty that land growing so much verdure, natural grasses, wild grapes, berries, plums, cherries, etc., with mild even climate and ample rainfall, so near the great city of Chicago, must be utilized to the fullest possible extent.

F. M. Warner, when governor of Michigan, said: "For the man of limited means and for the man seeking largest returns there is no investment that will yield so large a return as cheap, wild land, if advantageously situated. Especially is this true where some general plan of development is being carried on in the vicinity where the land is purchased. As governor of the state I wish to bring a message that Michigan with its rich abundance offers a home and contentment to every earnest worker."

Clover field, 4 miles from Wellston headquarters. 1917 crop.

Crops of Mason, Manistee, Lake and Wexford Counties

Our soil and climate give farmers widest choice of valuable crops, many of them highly renumerative. Live stock enable these low-priced lands to be grazed and farmed successfully in large bodies, but the yield of a 40-acre or 80-acre farm here, well diversified and tilled, or a 20-acre specialty farm, often excels in financial returns a quarter section in the so-called corn and wheat states. Herein Michigan surpasses her sister states and those who grasp and act on this truth will profit by it.

Clover. "Land that will grow clover will grow almost anything." Hundreds of times we have heard this saying from farmers while inspecting our lands. Our district is called the Clover Belt as clover is natural or indigenous to the soil and there is no land in these counties that will not raise it. This has been proven by agricultural experts.

The land-wise man looks for clover here, and finds it in abundance on all well managed farms. He knows that for seed, forage and fertilization, it is a most profitable and desirable crop. Nitrogen, the most expensive and necessary plant food, is abundantly supplied by clover; it also supplies much humus; as a green manure it is excellent. Therefore intelligent farmers place a high value on clover producing lands.

A double benefit comes from growing clover for seed—by enriching effects of the plant on the land, and at the same time a cash crop of much value. Profitable returns are secured from growing Mammoth and Medium Red Clover for seed, and as price ranges, the income from clover seed farming is greater than from land yielding 30 bushels of wheat or 60 bushels of corn to the acre, besides its additional value in maintaining soil fertility.

Our clover seed holds a high record for yield per acre. It has brought from $12 to $16 per bushel for several years past, and our seed tops the market

A field of alfalfa, showing what is being done on our lands and why their value is becoming better known.

because of its purity, vitality and freedom from weed seed and because of the plumpness of its kernels. Seeds from our counties are being called for more every season because they germinate and mature more quickly than seeds grown in the states south of us. Can you not see what this industry would mean to you on 40 or 80 acres here?

Alsyke Clover does well on the lower lands, and as is also the case with Red Jane Clover when mixed with grasses, makes a fine quality of hay.

Alfalfa. Situated in the clover belt, and crowned with success at raising clovers, our farmers have not realized the value of afalfa growing so much as those in other states where it is needed as a great drought resister, or where clover meets with but little success. But alfalfa is being raised here on a constantly increasing scale as its high feeding value is becoming recognized. It is stimulating dairying and live stock interests of our townships. Professor Holden says: "Alfalfa is the greatest farm crop; it enriches the soil; is the greatest of all sub-soilers; is raised upon a wider diversity of soils than any other crop; grows in Southern California below sea level, in Montana 8,000 feet above sea-level, in the humid sections of the corn belt, and in the hills of Nebraska, Wyoming and Arizona. There is no county in Michigan that cannot produce alfalfa."

Nearly all the land in these counties will each year produce a crop worth fifty dollars an acre, if the land is properly prepared and seeded This crop has been grown here for ten years and is made to yield from three to four or five tons per acre. Many settlers are sowing a little alfalfa seed with clover, so the soil may be inoculated in advance of later sowings of alfalfa as the sole crop. It is a decided success wherever intelligently tried. Alfalfa will become one of the most important crops in Michigan. With plenty of silage and alfalfa hay, our dairying and hog raising are becoming each year more profitable, inasmuch as alfalfa, on account of its high protein content, takes the place of grain feed to a large extent. Agricultural leaders in Michigan have conducted state-wide alfalfa campaigns which have received hearty endorsement and encouraged increased planting.

A crop of Rye and Vetch on a Swigart Tract stumped the year before.

Vetch. One of the most wonderful plants ever introduced into Michigan is Hairy Vetch. It grows luxuriantly, makes good hay, and if harvested for seed, pays large returns. Because of its slender vine we plant it with rye, whose strong stalks support it, and render it easier to cut. It twines to the height of the rye stalks, and is a solid mass of vines and leaves. Planted in the fall, it blossoms out the following June, when it is cut for hay, or is cut for seed when the rye is ripe. This crop is quite new on this side of the Atlantic. It is a legume that has a feed and soil-enriching value which some experts

"Comin' Thru' the Rye" at Wellston. Rye is so hardy and so persistent in our counties that it can receive very inconsiderate treatment and still make an excellent crop.

Corn near Hoag's Lake, Mason County.

claim is even superior to that of clover or alfalfa. It has been determined by a three-year test of an experiment station, that vetch contains more protein in its dry feed than either clover or alfalfa, and is equal to cow peas. A crop of vetch that goes three tons to the acre if plowed under, will add to the soil 220 pounds of nitrogen and will return 20 pounds of phosphorus, and 132 pounds of potassium to that acre. To buy the same quantities of these elements in commercial fertilizer, would cost about $120. Thus its value for green manuring will be readily seen. A field of vetch with its purple blossoms is a beautiful sight that one never forgets.

Rye. Michigan ranks first in the United States in Rye. Rye is one of the most valuable cereals grown. It makes a good crop here, although sown in any manner, almost any time of the fall, on almost any kind of a seed bed. Its easy growth and saving of labor make it profitable. When sown early it may be pastured in late fall and early spring and then makes a fair yield. Rye plays a more important part in up-to-date soil management as a grain, forage and cover crop than perhaps any other common grain. It is an ideal winter cover crop, preventing deterioration in fertility of the soil through the escape of the vital elements, and especially ammonia and phosphorus.

Corn. Michigan's average yield per acre of corn equals that of most adjoining states. It may surprise the reader to learn that the 1919 government crop report for November showed Michigan produced four bushels more for each acre planted, than Illinois, which is "the king of the corn belt." However, the usual much larger average per acre in Illinois cannot make up for the greater cost of its land. Corn culture in Michigan can be made as profitable as most anywhere, if made a specialty, and particular care be given the selection of seed and preparation of land.

Michigan is one of the fourteen best corn raising states; but our corn crop is mostly consumed at home, and a large amount of it is planted for fod-

Twenty acres of beans in Mason County. Note the gently rolling lay of the land.

der. The varieties of corn adapted to this country are "White Cap Yellow Dent," "King of the Earlies," "Burnham's Early Dent." and "Isabell's Sure Thing," but mainly the flint varieties are grown. Flint corn makes the best fodder. Our corn is mostly of 90 day varieties, grows more ear in proportion to stalk and therefore makes the best silage. The growth of the live stock industry is such that more corn is being grown and more silos are being built each year. Already as many silos are in evidence as in most parts of central Illinois. It is more profitable to grow other crops for marketing, whose by-products fed with the corn to "work" and "fattening" stock, bring the corn crop up to the higher Michigan standard for crop returns. However, when you come to settle in Michigan, bring your corn farming experience with you, as it will be of value to you.

Beans. Michigan is the biggest bean producing state, growing nearly half the total crop of the United States. Its beans are the world's standard for quality and for price. We both plant and harvest them by machinery, and thus handle them very economically. Our local markets take them all for cash at very handsome prices; 12 to 30 bushels per acre is the yield. No grain approaches beans in price. They are more profitable in our counties than corn in the Corn Belt, or wheat in the Wheat Belt. All the leading seed firms of the United States contract with the farmers of Michigan to grow seed beans of various varieties. It is proven that Michigan-grown beans have the strongest germination, and are least affected by weevil. The leading "Boston baked beans" firms select their stock of beans from those grown in Michigan. Van Camp's advertisements state that he uses Michigan beans. A farmer here would be unwise indeed if he did not "know beans" and grow them. The 1916 crop of beans brought the Michigan farmer $5 to $10 per bushel.

Peas. Peas grow as successfully as beans. They excel all grain (corn not excepted) in fattening quality. We like crops that pay well and make

Threshing beans. Norman Township, Manistee County.

the ground better. The price varies both ways around the two dollar mark. Seed peas generally bring $2.50 and more per bushel. It is claimed that double the market price can be made by feeding peas to pigs and lambs. The fact that sowed with oats and cut green they make excellent forage, should be borne in mind by one making his start in the stock business. The split-pea mills are an industry peculiar to Michigan. The Wyoming Experiment Station determined that pea straw compared well as a balanced ration, with alfalfa. It is a sure crop, can be depended upon to furnish a good supply of feed every year, should be sown very early in the spring months, when it is not affected by the cold, and thus gives good results. We drill peas in as we do wheat, and a pea harvest attachment on the ordinary mower cuts and bunches them. Their entire handling is economical.

The value of beans and peas is not all in the grain. Properly cured bean and pea straw contains three times as much protein as oat straw or corn fodder, and 33⅓ per cent more than timothy; and protein is the element in stock food which largely supplies the material for milk, flesh, muscle and bone. Another value is that this member of the legume family maintains soil fertility by gathering free nitrogen from the air and depositing it in the soil through the roots, also when returning the manure from stock to which the crop has been fed.

Potatoes. Michigan stands second among the states in acreage and annual production of potatoes. The acme of quality is expressed by the words "Michigan potatoes." They are sought by leading hotels and command special prices, when they are properly grown and graded. They are unexcelled in keeping quality and vitality for seed. They are in great demand for seed purposes for which they are shipped to all points south and west.

No staple crop is more generally consumed. In other states, so many men have simply raised potatoes in a garden with a hoe, that they do not realize the

"The comfort and satisfaction of seeing one's family in their own independent home cannot be measured in gold and silver."

Potatoes on one of the Swigart Tracts. Our potatoes grow big, round and smooth. They have paid back the cost of many a farm in our district.

advantages in raising them commercially. Machinery simplifies each process of planting, cultivating, spraying, digging and sorting. Farmers who make potatoes their specialty, giving legumes a large place in their rotation, and stick to it year after year grow rich at it.

No matter how large one year's potato crop may be, it cannot be carried over to affect the following year's crop. It is a cash crop—a banking crop, and one of the greatest money makers. Bringing as they have, for the past ten years, 40 to 60 cents a bushel—sometimes as high as $3 a bushel—the investment in many a farm has been paid back from the proceeds of one crop on only part of its land. At 40 cents a bushel they are a profitable crop. They are stored by most of our farmers in root cellars or caves, or in a number of pits in

An Oats Field on one of the Swigart Tracts near Wellston.

A Wheat Field on a Swigart Tract

the field and then are sold and delivered when the price suits. Our lands produce 100 to 300 bushels per acre, and sometimes more. They are another of our crops that require less acres to be handled to make the same amount of money as corn, oats and wheat in other states. Potatoes are therefore one of the reasons why people do not need to operate such big farms to earn the same or more money in Michigan. Think this over carefully.

Wheat and Oats. Wheat is milled at our local mills, which pay more than the shipper. Although Michigan stands twelfth among the states in wheat, we are willing to let Canada and the Dakotas and Minnesota pay the freight. We raise enough for home use, and it is of good quality, but we devote our efforts more to other crops that pay us better than wheat pays its growers in the Wheat Belt where it yields. best. Because of the greater profits of other crops, oats are given a minor place and generally only enough are raised to meet the requirements of stock kept on the farm. Our oats are excellent in quality.

Buckwheat is grown on most of the farms and is one of the valuable food cereals. Michigan stands third among the states in its production. The farmers resort to buckwheat as a crop for late planting, drilling it in as late as July 4th. Good fields make as high as 25 bushels per acre. Buckwheat will do well with less fitting of seed bed than any other grain crop. Michigan furnishes a large proportion of the buckwheat which is ground into flour and used throughout the United States.

Blue Grass and Timothy. Michigan stands thirteenth in hay. Blue (June) grass is native to this district and grows wild in luxuriance on the cut-over lands and by the roadsides. It furnishes excellent pasture and fattens and finishes feeder-stock to fine condition owing to its high nutritive value. Blue joint or bunch grass, is also found in some localities. Grass on lands where fires have recently run is not as thickly matted, but rapidly regains its former growth. Wild grass becomes better with each succeeding year. Timothy and orchard

Soy Beans on Crystal Lake Farm (The Swigart Demonstration Farm at Wellston).

grasses are successfully produced, and yield one and one-half to three tons per acre. Sowing of the different grass seeds varies here as in other localities.

Cow-Peas are not to be confused with field or Canada peas. They make a good growth of vine which has high feeding value, and this legume will add some nitrogen to the soil, even if the crop is cut for hay. Peas have 35.8 pounds of nitrogen in 1,000 pounds of dry matter, as compared with 53.4 in soy beans; clover, 30½ pounds; timothy, 5.4 pounds; alfalfa, cut at blossom time, 23 pounds; buckwheat, 13 pounds. Recent experiments indicate that bacteria that live on pea roots, also thrive on soy beans. Soy beans is the legume that contains the most nitrogen to the 1,000 pounds of dry matter; although vetch, which contains 36.7 pounds grows so much larger quantity that it produces more nitrogen to the acre than soy beans.

Cow-Peas and Oats thrive here.

Pumpkins, Squash, Watermelons, Muskmelons, are all grown with success.

Soy Beans are valuable for hay, as well as a fertilizer because of nitrogenous content, and are becoming more popular with stock raisers as their merits are becoming better known in this district. The seed is valauble as a food for stock, and seed for planting brings an attractive price. Until recent years soy beans were not grown north of the Mason and Dixon line.

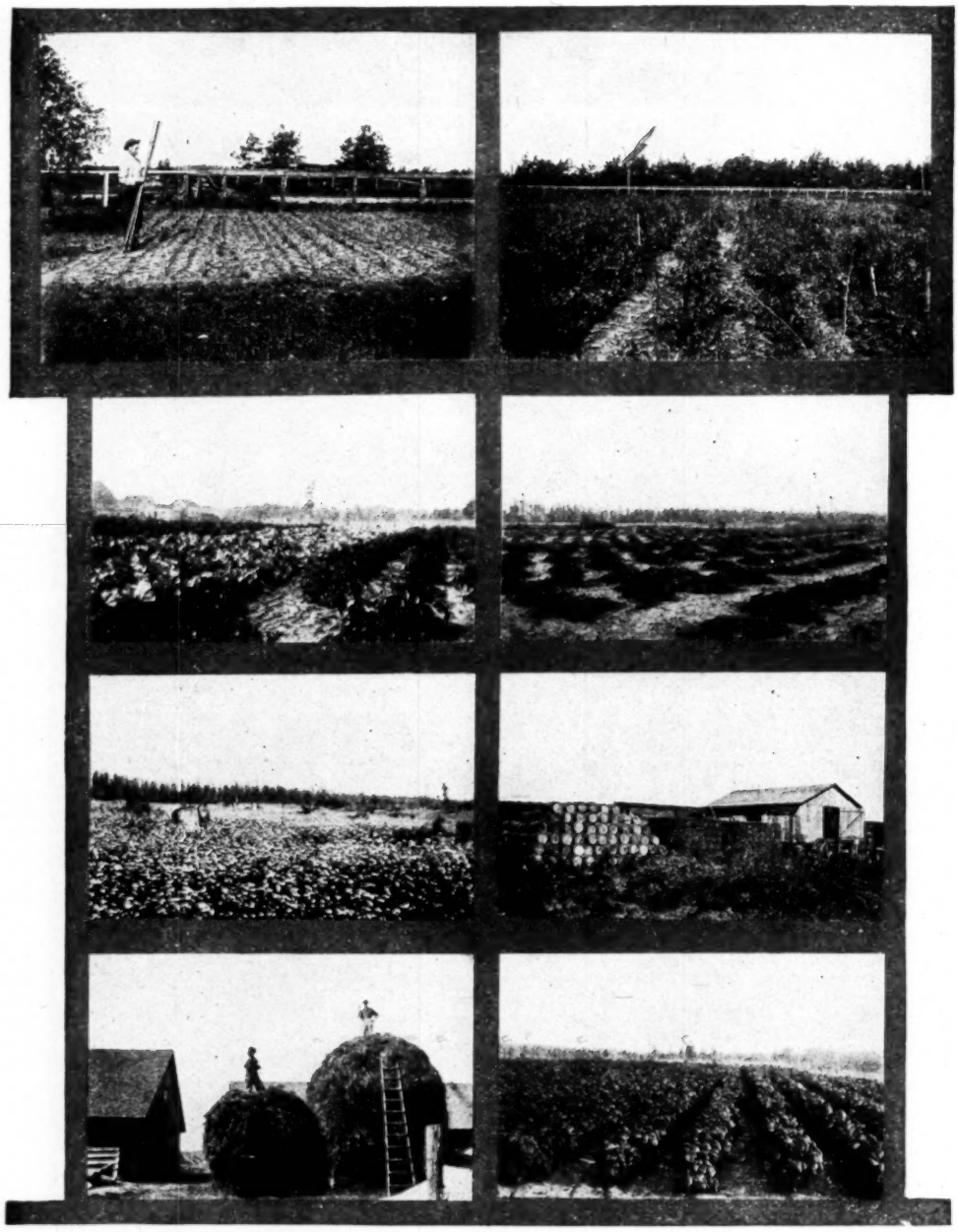
Rutabagas, Turnips, Carrots. All kinds of root crops do exceedingly well on our lands. Rutabagas, turnips, and carrots are crops good for man and beast. These vegetables are full of nutriment, and sandy loam brings them to their highest state of perfection. The yield of rutabagas is frequently over 15 tons to the acre, and carrots over 14 tons. Carrots have special health-giving qualities for horses. Rutabagas, turnips, and carrots do well on new land. They come up quickly, grow very large, solid and perfect in form and keep well in cellars until late the following spring. After brushing out unimproved lands, much soil preparation is not necessary for good yields of rutabagas, in fact burnt over ground requires but little more than a good harrowing. There are a few men who specialize along this line, broadcasting in the seed, doing no cultivating, and shipping full carloads to Eastern markets, obtaining a price of a dollar per 100 lbs. Turnips and carrots, however, usually require a better seed bed and more or less cultivation and are used both for table and stock on the farms.

Mangel Wurzels are a species of beet that grow here to an enormous size and yield over 12 tons to the acre. They make excellent feed for cows and especially for hogs and are good for chickens, horses, and any other stock that are supplied with a considerable amount of other feed.

Sugar Beets. Michigan ranks third in sugar beets. Our district is well adapted for raising them, and we look for the beet sugar industry to be established before long in this district. A beet sugar plant requires a third to a half million dollars' investment. There are now fifteen sugar beet factories in the state.

Changing conditions—which of them are you facing? Age limit to employment, machinery displacing men, monopolies in commodities, the narrowing opportunities for men of small capital, or continual increase of the high cost of living? In general, the price of commodities has reached its highest point in twenty years. As farmers grow richer, city workers grow poorer. The forward-to-the-land gospel is after all the solution of the problem of the wage earner.

THE SWIGART TRACTS



Scenes through the camera on the Swigart Tracts.

Onions
Cabbage
Buckwheat
Clover

Peas
Watermelons
Pickle factory
Beans

Pickles. Pickle salting stations are located all over Michigan. The stations in these counties are conducted by leading companies in the business. Pickle growing is considered a side issue, and one man cannot take care of a large acreage, but it is a profitable method of gaining good cash returns from a limited portion of a farm, as with proper care they will net from $75 to $100 per acre. Heinz gets a large percentage of his "57 Varieties" from our part of Michigan. No soil will raise better pickles. Cauliflower, onions, peppers, dillweed and other vegetables and condiments grown here are used in pickle stock.

Onions are one of the paying crops. They grow large and have excellent flavor. They require special handling and the right kind of ground, but in our new ground they very seldom suffer from wet rot or other ailments that attack them in other states. When given the right care and treatment, they prove very profitable. There has been no over-production of onions for many years past and the supply is usually unequal to the demand.

Rape does exceedingly well, being one of the crops that are especially productive in this soil. It grows rapidly, produces a large quantity of succulent food, and is greatly relished by sheep and hogs. For young pigs or lambs it is excellent. It is also valuable when used on dairy farms as a soiling crop.

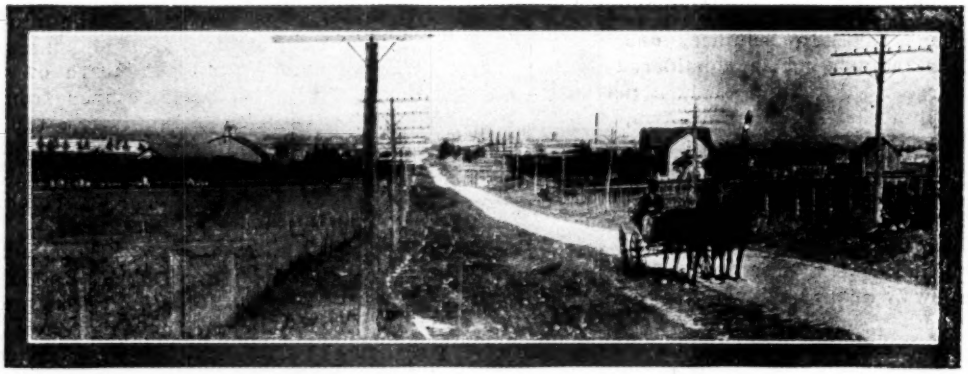
Cabbage grows to a large size, forming a solid, heavy head. As a field crop it can be made to net large returns. An extra revenue is realized from the stalks and trimmings fed to cattle and sheep.

Additional Crops. Michigan stands eleventh in **Barley** and it is of the best malting quality. **Chickory** and **Millet** and other crops are indigenous to our soil and climate and will be grown more as the lands are deveolped. A great part of the world's supply of **peppermint** is grown in Michigan. **Ginseng** is grown with success but requires much skill. In the family garden, **tomatoes, cabbage, cauliflower, celery, asparagus, parsnips,** carrots, young onions, beets and turnips for table use, radish, lettuce, rhubarb, string beans, peas, sweetcorn, cucumbers, squash, pumpkins, muskmelons, watermelons are all successfully grown here.

Seed Growing. Seed firms were never more active than now in Michigan. Northern grown seed, and particularly that from Michigan, is recognized as the best for planting south of the Mason and Dixon line. Michigan's seeds insure quicker, hardier growth. Seed firms, to meet the demand from all parts of the United States for Michigan seed, are encouraging our farmers by offering high prices and by establishing branches at various points.

The demand for field and garden seeds from our Peninsula has never been fully supplied. Our seeds have preference because of their vitality and purity. The strain of the seed grown on the comparatively new lands of Michigan is purer and stronger than that from the worn lands of older agricultural districts; and the many noxious and foul weeds that are found in prairie states, are largely absent here because of our separation by water. Many practical farmers have turned their attention almost entirely to the production of seeds and are obtaining good profits therefrom.

A thrifty citizen who had saved $10,000, placed it in a savings bank in 1901. Ten years later he drew it out to make an investment and he then found that he had lost more than the 30 per cent interest he had received during the ten years because the advance in everything his capital would have bought had been about 50 per cent. "He had practically buried his $10,000."



One of the smooth gravel roads of Waxford County

DAIRYING

For dairying this district has many advantages. The bracing atmosphere, the nutritious grasses, cool nights in summer, moderate winter temperature and abundant and pure water supply all make for a high degree of healthfulness in our dairy animals. The district is naturally adapted to the growing of vetch, alfalfa, peas, soy beans, millet, rape and all crops fed to dairy animals. We produce as good ensilage as anywhere. Michigan is among the thirteen best forage producing states. Diseases are practically unknown to our dairy cattle. We have practically no tubercular cattle because of the state law prohibiting their importation and requiring rigid examination of every farm animal that enters Michigan boundaries.

We have local markets for all dairy products, and the Grand Rapids creameries are clamoring for our cream, as they are unable to supply the demand. Well posted dairymen who investigate this location at once recognize its superior advantages for their industry, with the result that in our townships dairying is steadily on the increase.

Michigan stands third in the United States in dairying and cheese factories, and combined with two other states—Wisconsin and New York—have over three-fourths of the cheese factories of the country, and together with Minnesota, Illinois and Iowa control the butter market. Michigan has nearly a million dairy cattle, and the total value of her cattle is $40,500,000.

Prof. Anderson of the Michigan Agricultural College says: "As we come to study economy of food production, we will find that the dairy cow is the most economical producer of food. A dairy cow fed the same amount as a steer will produce six times as much nitrogenous food."

LIVE STOCK

Cattle raised for beef is a profitable industry in Michigan. No one who sticks to the producing end of the business loses money on the beef cow. Compared with the western prairies, Michigan lands are cheaper; it takes less acreage to keep a cow; with cheaper lumber, shelter is cheaper and prevents death losses.

Cattle of our district. They thrive on our nutritious grasses and pure water.

Our freight rates to market cattle will average only one-third as much as from western states and shrinkage of weight in shipping is proportionately less. The feature of bringing stockers from the Chicago market in the spring, placing them upon the land during the summer and returning them in the late fall to market as butcher stock, offers good opportunities. We are nearer to Chicago than most cattle raising states and better situated to reach economically and quickly the big markets of the East.

Sheep. Michigan has been exceeded by only one state in the number of sheep maintained and produced within her borders. Ohio stands first, with Michigan a close second. In 1910 Michigan sheared 100,000 more sheep than Illinois and Indiana put together. The Michigan farmer raises sheep both for wool and mutton and for the amount invested, sheep return good profits in connection with general farming. The soil and climate are both adapted to them. Drainage is good, so that they are not subject to wet feet or hoof rot. For years large portions of these counties have afforded open range for sheep and cattle of sweet, nutritious grasses, which, with the browse of the underbrush are most desired by sheep. They are on pasture the greater part of the year, during which time they require little shelter and little labor. They live a great deal on what otherwise would be wasted, and are of much value to any land in scattering the best fertilizer.

The editor of the "American Sheep Breeder" after a tour through this district said, "If this is not a royal sheep country I never saw one; feeding for sheep is absolutely perfect, and the whole country abounds in ideal ranch situations; the climate could not be better for this industry." The open ranges of the West are becoming restricted. The closer to Chicago stockmen can own their grazing lands, the better. Our lands, covered with a wealth of food for sheep and so near Chicago, offer better inducements to flock owners, than almost any existing sheep lands in America.

Hogs and hog products can be as cheaply produced here as in Illinois or Iowa. Every feed necessary is raised and pasture is as early and as late as in

A thousand Sheep on a section of land near Wellston
Photographed March 13th, when they were subsisting entirely from grazing.

those states. There is a good home market for our hogs at good prices and you need not ship any unless you want to. Hog cholera is almost unknown with our good water and other healthful conditions. The bacon hog is coming into favor in this part of Michigan. We have plenty of corn, rape, peas, and other succulent food. This of all localities is the place for "pigs in clover."

Horses. The local demand for horses is always good as is the case in any new district. Cheap pasture and the ability of colts to winter well at little cost combine to make horse raising a promising department for profit on our farms. Prices range for quality, etc., much the same as in other states and the animals' strength and hardihood depend much as everywhere upon the master's treatment. A man becomes acclimated at once but a horse brought from another state needs a little time for acclimation. Horses brought from other states, must be worked lightly until they become acclimated. The healthful climate, however, agrees both with men and horses and affects both similarly in increased capacity for work. Tillage is not as hard on horses as on the harder packed soils of the prairies, and occasionally one horse is seen before the plow in small fields.

Poultry. The income from poultry products is one of the five most important sources of the agricultural wealth of the nation. In our four counties the number of poultry of all kinds was 195,838 and their value $98,004 for the year of 1909, as ascertained by the Government. In spite of the rapid increase in the production of poultry products the country over, the supply has not kept pace with the demand, and prices everywhere have steadily gone up for the past ten or twelve years. In our district, besides a regular home market, numerous resorts require a good supply and pay the highest prices to get it.

Poultry and fruit go especially well together; but chickens, ducks and geese are a source of profit on every farm and the farmer's wife always finds good cash returns here for her poultry and eggs. No farm is complete without enough fowls to supply the family table and keep the wife in pin money. Poultry on a large scale is a business that requires special knowledge and experience and the poultrymen thus equipped obtains good profits because of our accessible markets, well-drained soil so necessary to the health of the chickens, mild climate, com-

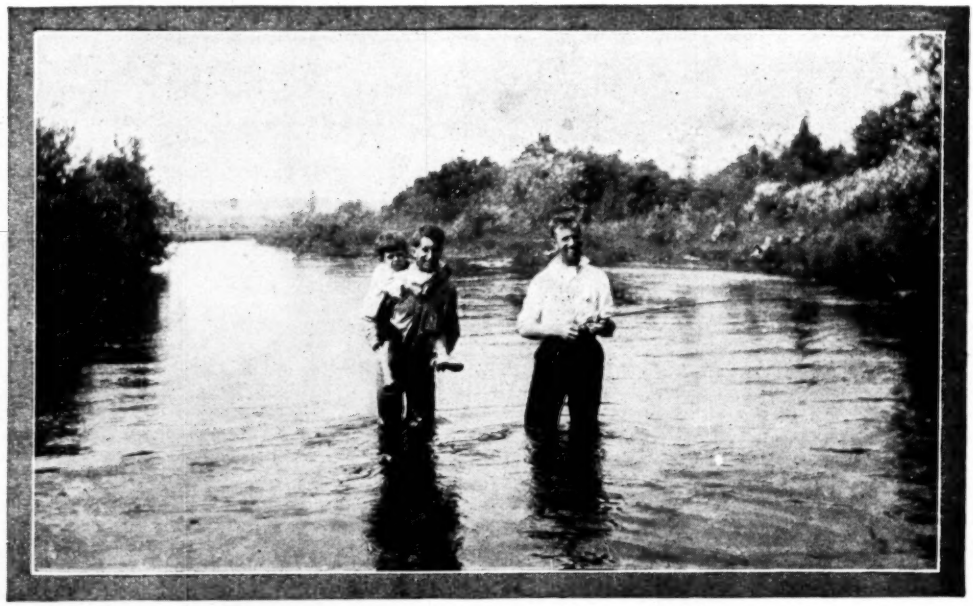
parative freedom from vermin and because he cannot find cheaper lands which will at the same time raise chicken feed in abundance.

Bees and Honey. Michigan ranks fourth in the production of honey. The Kansas Agricultural College states that every little honey bee and every little bumble bee is worth at least $1 to the farmer on whose farm he is found. Their value to the alfalfa and fruit grower is inestimable. It is a pleasure and profit to keep a few colonies of bees. They require no outlay for land. The honey bee is a benefactor to the race, roaming the fields at will, gathering honey and pollen and fertilizing flowers. These are the only insects that will pollenate alfalfa. A fruit farm is hardly complete without a few stands of bees. They not only supply the table with honey, which is a great delicacy, but they add to the fertility of all berries and tree fruits, by their pollen-distributing habits. It is estimated that bees from a single hive will visit 2,500,000 flowers a day. Honey, unlike most sweets, is beneficial and may be eaten as freely as desired, and unlike most luxuries, is economical. In our four counties the 1910 census reported 2,575 colonies of bees.

STATISTICS OF DOMESTIC ANIMALS
Thirteenth Census Of The United States 1910

COUNTIES	MASON	MANISTEE	LAKE	WEXFORD
FARMS REPORTING ANIMALS	2,042	1,521	679	1,658
Value Of Animals Dollars	1,013,517	677,505	309,241	719,083
CATTLE				
Total Number	12,132	8,975	4,508	8,845
Dairy Cows	6,161	4,527	2,054	4,475
Other Cows	833	799	451	588
Yearling Heifers	1,809	1,216	661	1,163
Calves	2,222	1,424	703	1,487
Yearling Steers & Bulls	886	657	402	814
Other Steers & Bulls	221	352	237	318
Value Dollars	293,897	205,763	104,008	213 759
SWINE				
Total Number	5,992	4,443	1,304	3,933
Mature Hogs	3,406	2,918	849	2,833
Spring Pigs	2,586	1,525	455	1,100
Value Dollars	43,388	37,147	11 650	35,875
SHEEP				
Total Number	4855	3,743	3,779	3,715
Rams, Ewes & Wethers	3,478	2,824	2,714	2,684
Spring Lambs	1,377	919	1,065	1,031
Value Dollars	21,606	17 799	18,606	16,751
HORSES				
Total Number	5,492	3,547	1,575	3,775
Mature Horses	5,115	3,362	1,440	3,574
Yearling Colts	326	173	129	192
Spring Colts	51	12	6	9
Value Dollars	652,894	414,829	174,307	450,622
MULES, ASSES & BURROS				
Total Number	14	11	4	16
Value Dollars	1,350	1,950	460	2,065
GOATS				
Number	62	5	57	3
Value Dollars	382	17	210	11
POULTRY OF ALL KINDS				
Number	68,919	51,490	20,728	54,701
Value Dollars	34,293	24,083	10,224	29,404
BEES				
Number Of Colonies	794	701	332	748
Value Dollars	2,946	2,678	1,551	3,278

Since 1910 a great many settlers have moved in, and the number of animals per county and per farm has been much increased.



Fishing in the Sauble River in Mason County.

Fish and Game. The rivers of this district are the natural home of the rainbow trout and "steel heads" (another variety of trout), the creeks abound with gamey brook trout and the lakes are the habitat of the black bass, pike and pickerel. The smaller fry, such as perch, blue-gills and rock bass, abound everywhere and no settler need want for fish for food on his table. The annual catch of Michigan, with pond, gill and other nets and seines, and hook and line is about 50,000,000 pounds and the total value is about one-twentieth of the national fisheries. With so many lakes and waterways the country is the breeding headquarters for wild ducks and in season they are plentiful. Gamey partridges bat their wings from out the wood coverts ahead of the traveler on the roads. Of pheasants and quail there are a plenty. Squirrels and rabbits and the occasional harmless porcupine up a tree keep the hunter's eye alert. Of foxes there are some, but not many; and the wary, fleet-footed deer, a few of which still remain, ever avoiding mankind, are a match for the huntsman's skill.

FRUIT GROWING.

As shown on preceding pages, the products of our counties are as diversified as those of any agricultural section in America. The farmers, both the old settlers and the new, are in the large majority engaged in general farming. The success of so wide a variety of crops is a security to the farmer here and insures more certainty of income in general farming as compared with many districts of other states where failure of single crops, almost entirely depended upon for returns, is more keenly felt. This district, therefore, will continue to develop largely in general agriculture. But most of the farmers have set out some fruit trees on their farms and find it pleasant to be so situated that they can grow their own fruit and have some to sell. On the other hand, those who make fruit growing their business, find it a very profitable as well as pleasant occupation; and the more development our district receives, the more prominent it will also become in fruit growing.

While the general farmer may wish to devote a couple of acres to fruit alone, the man, on the other hand who makes hardy fruits his principal object and devotes to it 10, 20 or more acres can readily intercrop between his trees. The crops for this purpose are usually beans, corn and tomatoes, but frequently strawberries, radishes for seed, garden truck, etc. Most of the ground can thus be utilized while the trees are developing, as long as one keeps a reasonable distance from the roots, and does not detract from the sustenance necessary to the trees' growth. Inter-cropping, when done advisedly, does not injure the trees, and especially if cover crops are sown every fall and turned under in the spring.

Fruit is shipped to large distributing markets from a greater distance than most farm products and therefore the prospective fruit-grower thinks first about marketing. He finds that Michigan possesses marketing advantages superior to every other fruit section. Our fruit lands are some 2,000 miles nearer the Chicago market than are the irrigated valleys of the far West via the railroad routes, and the difference in freight alone makes a good profit for our growers. Icing charges are not necessary for apples and most of our fruit, because of nearness of markets. Icing of any fruit is not required when shipment is made over the cool waters of the lakes. Michigan's fruit suffers the least deterioration in handling etc., because of short hauls. Her peaches, apricots, pears, apples and other fruits are better keepers than those grown in the South and most Western points and possess the distinctive quality of Northern grown fruits—a superior flavor. Men who are going into fruit growing here are headed in the right direction.

It is not to be denied that the methods in marketing Michigans' fruit have been deficient until within the past two or three years. Apples have been shipped from Michigan mostly in barrels. The Western Michigan Development Bureau deserves credit for its efforts to correct the old practice of "deaconing" the apple pack. Much has been learned from the better methods of apple growers in the far West.

There is a fascination about fruit-growing that gets a grip on one the more he studies it. A thorough-going orchardist loves his trees as though they were his children. Why shouldn't he? He selects the spot of ground, the right slope, the best position for air and water drainage. He carefully plants the saplings and season after season prunes and shapes them, and improves and adapts the soil about them to promote healthy growth. He lives with his trees and watches their development from day to day. When they have grown up he can tell you the peculiarities of most every tree, its struggles and progress and wherein it reflects the benefit of his care. Wonderful control over the life of a tree rests in the hands of the horticulturist whose handiwork, faithfully done, is glorified at blossoming and harvest times. No sight is more beautiful than an orchard in full bloom or crowned with golden fruit.

Horticulture has become as much of a science as agriculture; but there is none of its principles that a man of average intelligence can not readily understand and apply to his own advantage and profit. To fully cover the subject of planting and caring for an orchard would require a book several times the size

> Live, don't exist. Work out of doors. Enjoy life. Don't be walled up all your life. Health is the best friend on earth to a man and his family. Don't stick in a factory until you lose it. Don't wait until you are broken down. Health is capital in trade. Country life keeps it intact, builds it up, puts energy in the veins and prolongs life.

This Mason County Orchard belongs to the President of the Mason County Horticultural Society, who values his farm at $1,000 an acre. Last fall 90 per cent of his apples graded No. 1 or better, and his trees bring him yearly returns that more than justify the valuation of his land.

of this one, but for the benefit of those who are contemplating a purchase of a Swigart Tract with a view to raising fruit, a few remarks here in regard to the first principles of the industry, as applied to our district, will not be amiss.

Non-residents, hearing of the good results from fruit growing in our district sometimes plan to set out a few fruit trees and then go and see them once a year. That is a mistake and only poor or no results may be expected. Fruit trees need care and cultivation which should be given at the times needed.

Fruit trees will not do well with wet feet. They require as a rule, high and well-drained land. Hilly land, not too steep to be cultivated, is also suitable. An orchard requires free circulation of air which prevails on the higher slopes. Level land is not unsuitable where it gets a good sweep of air. The ground selected for an orchard should be cleared thoroughly before any trees are set out. Unless this is done the trees can not be planted in even rows and cultivation is difficult. Land that has been under cultivation for a season or two is in better shape for an orchard than newly broken ground. Labor and pains in starting an orchard may be largely wasted if one does not use care in buying nursery stock from a reputable source. There are Michigan nursery firms who for many years have made a study of the conditions in our part of Michigan, and their advice should be gotten. The time to plant is in the Spring. Some growers have nursery trees shipped in the Fall before freezing weather and "heel them in" for winter, that is, place them slantingly in trenches with the earth packed about the roots half way up the height of the whips, and then plant them the following spring. But only the best trees. Prices range from 10c to

"As mouths multiply, food resources dwindle."
Farmers fatten most when famine reigns.

25c per "whip." Get varieties adapted to the locality and soil that will pay commercially. Three or four standard varieties are better than a dozen as buyers prefer to purchase quantities rather than many varieties.

The leaves are the starch factories which elaborate the material from which every part of the plant and the fruit is built. The cannot perform their duty unless each leaf is accessible to air and sunlight and it is a thorough knowledge and appreciation of this fact which guides the pruning shears, as well as what distance apart the various plants and trees are set. Two main reasons for pruning are to help Nature give the tree most desirable form and to promote fruitfulness. Pruning should be done in the first years of the young trees so that all their energy may be first concentrated into building up a strong framework for the future, leaving only well arranged branches. The most desirable form for all kinds of fruit trees in the commercial orchard is the open head or vase form, so that every part may be easily reached with spraying materials, making the tree easier to inspect for insects and disease, enabling fruit-laden branches to be better and more easily propped, allowing sun and air to reach every part of the tree and the fruit thereby attaining a better color, and facilitating easy maintenance of the tree and convenience in fruit picking.

Fruit trees should not be cultivated after midsummer as it encourages wood growth that does not mature in time for going into winter. As a rule deep plowing should be avoided. Cover crops are used for nearly all orchards. Hairy vetch is gaining in favor for this purpose because of forming a close mat on the ground and vegetating early in spring and late in autumn, being a hardy annual. Clover is the most commonly used cover crop and gives excellent results. Wheat and oats should not be grown in an orchard as they remove the soil elements most required to produce good yields of fruit.

Without spraying it is impossible to raise profitable crops of fruit no matter how well the orchard may otherwise be cared for. Care in other duties of orcharding will be of no avail, if the bugs get there first.

There need be no fear of a surplus of good fruit. The demand for all the fruits of North America is world wide. The world's appetite for them is insatiable and as distribution becomes more simplified by better co-operative arrangements between growers, transporters and sellers, it will be a problem to get enough of any good fruit to supply the market. Nine years ago America's shipment of apples to London amounted to only 25,000 barrels a year. In 1910 the Englishmen took about a million barrels and wanted more. Apples are shipped from New York on the fastest ships afloat. Good apples have retailed at 25c apiece in London and have sold in Mexico at 15c apiece (apples are grown only in the temperate zone) and in New York and Boston 10c and 15c apiece has been readily obtainable for choice apples. The present prices of fruit in cities and towns are now almost prohibitory. People, as a rule, are aware that they do not eat enough fruit for their health and the demand at fair prices will always exceed the supply.

Government statistics show that fruit growers' land is worth three times as much as other farm land, that 90 per cent of the fruit growers own the land they operate; that they have more money invested in farm buildings and that their income is more than three times as great as that of the average farmer.

Michigan ranks for volume of production: second in apples, raspberries and currants; third in pears, grapes and gooseberries; fourth in cherries and black-

Consider the law of supply and demand. James J. Hill said that the United States in 1950 will have a population of 200,000,000.

The Swigart orchards—three months after the planting of the first 4,000 trees.

berries; fifth in peaches, strawberries and cranberries; eighth in plums. When orchards and plantations in her western counties, which have been set out during the last two or three years, come into bearing, then Michigan will take her place at the top.

Apples. The apple is considered the most important fruit grown in temperate climates. There are a thousand or more varieties described in Amercian pomological works. The most perfect of modern fruits is the perfect apple.

Of many good varieties grown in our counties, some that are recommended for commercial purposes, are Wealthy and Duchess which begin bearing in three or four years and are fall apples; Wagner and Jonathan, winter apples, bearing in four to five years; Grimes' Golden, Baldwin and McIntosh Red, bearing in five to seven years, the Canada Red and King in six to eight years, and Northern Spy in ten to twelve years.

The Swigart Orchard. In the development of our own orchard, two miles south of Wellston, we had 100 acres cleared, plowed and dragged in 1912. We bought the best selected grade of trees from a Michigan nursery and had them "heeled in" before frost that fall and set them out in May, 1913. They consist of 1,400 McIntosh, 800 Jonathan, 600 Wealthy, 400 Duchess, 600 Grimes' Golden and 100 Canada Red apple trees, 100 pear trees and 200 Norway Maples to adorn the roadways. During 1913, 68 acres more were cleared and prepared for planting, which followed in the spring of 1914 with the same varieties and Northern Spys. We have thus far 6,000 apple trees planted 35 feet apart each way. This is the beginning of one of the largest commercial orchards in the country. The varieties were selected after thorough investigation by horticulturists as those that will grow best in the location chosen and whose fruit will be best for marketing from our locality. To any settler, resident or customer, we or our horticulturists will be glad to give the benefit of our experience and co-operation in starting commercial orchards.

We selected apples because they are hardy in tree growth; the yield is sure; and they are good "keepers." Between the rows we grow fine stands of mixed clover, rye and vetch and plow most of it under.

Peaches. Michigan ranks fifth in peaches. The old notion that the peach is a tropical tree and must have a hot climate is wrong. It is a tree of middle latitudes and does not like extremes of cold or heat. It endures better in our latitude than in the extreme southern parts of the United States, owing to the fact that there the blossoms are apt to be forced out late in the mild winters or early in the spring and afterwards injured by frosts. In our district the air from off the lake retards the opening of the blossom ten days or more, the trees in the center of the State being in full bloom before ours are open. The advantage of this in case of late frosts is obvious. There are thousands of acres of land in the United States suitable for peach growing where it would be folly to plant them owing to lack of shipping facilities. A splendid location may thus be rendered worthless. The proximity to large markets and ease of shipment which we have are necessary to the success of commercial peach orchards. We also have the advantage of competing railway and steamboat lines in securing low freights. One of the drawbacks in the South is the time and the amount of freight they must pay to reach the consuming centers. The Elberta is most desirable for our lands and comes into bearing in the third year. Peaches require our ample rainfall. It is better not to plant them closer than 20 feet or 110 to the acre as a general rule, and an orchard after planting should be cultivated as carefully as a field of corn, the peach tree being very sensitive to clean cultivation. As soon as the trees come into bearing no crop of any kind should be grown between them, but each year the orchard should receive a good, shallow plowing and frequent cultivation until July. The trees should never be left to stand in sod.

Apricots. Apricots ripen a month or more before the early peaches which explains the demand for them at high prices. Aside from its value as a fresh fruit, the apricot is used in vast quantities every year for drying and canning. Wherever peaches grow, apricots will grow. In our Fruit Belt the apricot is one of the well-known fruits.

Cherries. Michigan ranks fourth in cherries. Wild cherries, red and black, are found growing in most of our sections. The black kind are not unpalatable, but our wild cherries are smaller than the cultivated varieties used for commercial purposes.

The cherry is a tree which is easily grown; it is bothered less with insects than other fruits. If a young tree is properly shaped during the first two or three years after planting, then less subsequent pruning is needed than on most other kinds of fruit trees. The fourth year after it is planted it will begin to bear and by the time the orchard is ten or twelve years old, it is safe to say that one can pick from 3 to 4 crates of cherries from each tree. For the next ten or twelve years they pay handsome dividends. The cherries that are best producers in our counties and bring high grade prices are: Smiths Bigareau and Windsor of the sweet variety and late Montmorency of the sour variety. The sour cherry will produce good crops under more unfavorable conditions than most any other fruit.

The government is spending millions of dollars annually to make more farmers. Newspapers devote more space than ever to farming topics. Agriculture will soon be taught in nearly all educational institutions. Farm magazines now enter all farmers' homes and are making better farmers. Farming is the uppermost thought and study of the nation.

Growing crops between the fruit trees gives double use of the ground in this Lake County orchard.

A country-wide inquiry conducted by Cornell University brought out the fact that in sections where the cherry does well, it is one of the most profitable of fruit crops and especially in connection with well managed canning factories. In the Grand Traverse district, which adjoins us on the north, it takes an army of pickers to gather the cherry harvests which leave Traverse City by the trainload and boatload every day during cherry time.

Pears. Michigan ranks third in Pears. The pear has long been regarded as one of the most luscious fruits. The choice varieties excel most apples in rich, juicy texture and delicacy of flavor and for both dessert and culinary purposes, either canned or in the fresh state, the pear is much valued. Certain varieties with careful handling and storing keep well from midsummer to late winter without artificial preservation. Pear trees are more difficult to keep in a healthy and productive condition than apple trees, although the fruit produced brings additional returns for their extra care. The Bartlett, which comes into bearing in about five years, leads all other varieties in commercial plantings. Trees propagated by budding the pear upon quince stock are known as Dwarfs which come into bearing earlier than Standards.

In locating a pear orchard elevated grounds sloping to the East or Northeast are preferable. With such an exposure the sap is more backward in starting in the Spring, the trees bloom later and consequently are less liable to injury from late spring frosts. The pear succeeds on a variety of soils and on most any soil on which the apple thrives. For planting, strong, well-rooted, one-year old trees are preferable, whether Standard or Dwarf. Cover crops turned under from year to year enrich the soil and maintain the land in proper physical condition to get best results in pear growing.

Plums and Prunes. Michigan stands eighth in plums according to the census of 1910. Plums of two varieties, purple and yellow, grow wild on the lands and while not as large as the cultivated varieties, have exceptionally fine flavor. The Quackenboss and Blue Damson are recommended by a successful grower of

these varieties in our vicinity. The prune is a plum which carries much sugar and will dry without souring at the pit, and any plum with these qualifications is a prune. The prune will grow and give good results wherever the plum will. The principal part of the work in the prune industry, however, begins with picking the fruit and in the process of drying and preparing it for market.

NUMBER OF TREES

1910 Census

COUNTY	Quinces	Apples	Peaches	Pears	Plums Prunes	Cherries	Grapes	Total
Lake	10	14,587	2,946	525	1,240	1,119	1,896	20,433
Manistee	60	90,497	35,297	4,587	6,072	8,366	3,427	144,931
Mason	146	126,548	203,502	9,112	14,636	20,490	17,792	374,495
Wexford	7	32,946	3,693	1,299	2,978	3,904	665	44,842

SMALL FRUITS

In northern and eastern states there is an increasing demand for small fruits and especially in large cities. Shipping of fresh, small fruits to large consuming centers within 10 or 12 hours expressing distance has been more profitable in recent years than every before. The pure food law has given impetus to the small fruit canning industry, expanding the market many fold, because of bringing better food to millions of tables. People know that currant jelly, raspberry, blueberry and strawberry jams and gooseberry preserve are now made from the juice and pulp of those berries and not from the refuses of tree fruits. The juices, syrups, vinegars, jellies, jams, marmalades, purees and preserves of small fruits are now to be found on the shelves of every well-stocked grocery store. It would seem that no food industry has increased in percentage of volume in the past few years more than the canning and preserving of fruit in general and of small fruits in particular. Small fruits thrive on all of our sandy loams and will do well on lower ground that is well drained. Every home garden should contain a strawberry bed, gooseberry and currant bushes. Commercial plantings should not be smaller than an acre for any one kind of small fruit in order to bring buyers to your plantation and thus obtain half again as much per quart as when you hunt the market yourself. Michigan ranks third in the production of all small fruits.

Blackberries, Red and Black Raspberries grow wild, and we find men, women and children filling pails and baskets along the roadsides every season. Our wild blackberries are shipped in considerable quantities to a number of markets. They grow large and are as good in quality and flavor, and demand as good prices on the market, as cultivated varieties. There are many people in our townships who devote their entire time picking blackberries and raspberris in their season.

Grapes. Michigan ranks third in grapes. They are in their natural home in this country and we find the vines growing wild on hillsides, often climbing the trees, and bearing fruit of a rich flavor. Worden grapes are grown with marked success in this region and Concord, Chautauqua, Delaware and Niagara also do well. One should not go amiss in starting a commercial vineyard here by planting a few varieties to have some succession in ripening and to avoid a total crop failure in any one season because of growing only one variety. It is desirable to have enough of each variety to make it worth while to the grape buyers. Fruit growers of any district must work in unison in the matter of marketing in order to get best returns, and it is well to adhere to varieties that are most successfully marketed in the locality.

What are you living and working for? This question should set you thinking. Do you want to work and live your days for a little more than a bare existence and leave your family a legacy of hard work?

Cultivating a pear orchard in Manistee County

The Currant is a favorite with shippers, because of its keeping qualities. It can be left on the bush until perfectly ripe with all its fine flavor and splendid health-giving acid content developed, and can then be packed, shipped and remain in market for a week or longer without serious deterioration. Currants need less care than any other cane fruit. The plants are frost proof, pretty sure of a crop every year and continue in the best of condition for 15 to 20 years. To grow commercially, one should plant prolific red varieties on ground well prepared; prune to get the largest growth of three-year old wood; plant well apart for horse cultivation; put in cover crops; spray early with bordeaux and arsenate of lead; pick carefully, and keep the fruit cool while getting it to market. There is plenty of profit from the work in a well-planned and cared-for currant patch. The Fay and Chautauqua varieties are recommended. Michigan ranks second in this fruit.

Gooseberries are easily grown on our well-drained sandy loams; are very healthful, and if properly tended yield large returns from small areas. The Downing variety is the best for our district and canners can handle it with good profits. A plant will bear about two quarts when one year old and the yield increases two quarts yearly for four or five years.

Blueberries and Huckleberries grow wild in abundance on the unimproved lands in our counties. Many people find it profitable every year to pick these berries for market. Attempts to cultivate them have met with failure until very recently. Researches of the Department of Agriculture have found a way; but why cultivate them here, considering that every year a hundred-fold more berries go to waste than are picked? More of these berries, however, are being shipped each year, as they retail in Chicago and other large cities for 20 cents a quart box.

An Up-to-Date Poultry Plant at Meadville, Mason County.

Strawberries thrive in our warm, quick soils, which grow them larger and sweeter than the average. We set Warfield and Senator Dunlap plants in rows 3½ feet apart and about 20 inches apart in the row. Strawberries require special care in planting in accordance with certain rules. The pistillate or female variety will not alone produce perfect fruit, and cross-pollination is usually done by planting two pistillate plants to one staminate. Farmers' Bulletin No. 198, Agricultural Department, Washington, gives directions for cultivation. Wild strawberries are plentiful here and when transplanted and cultivated the berry produced is much increased in size.

Cranberries are raised in larger quantities than in Michigan by only five states. We find them growing wild in occasional marshes.

EDUCATION IN MICHIGAN

Referring to the map of the Tract, you will find the locations of schools carefully marked, except in cases where new schools have been established since the map was made. They are being built rapidly, and a settler's child who does not attend school regularly is the rare exception. Michigan's excellent system of country schools, in conjunction with the city high schools, is rated among the best in the United States. No state has better provided for her children in the matter of school funds. The primary school fund provided for in Michigan's early history has been kept intact and yields annually over five million dollars or about seven dollars per child. The expenditures provided from this and other sources for the school year 1913-1914 amounted to about $29 per child. Seven children of school age located in a neighborhood or even if they be all of one family are enough to require organizing a school district if there is no school within a reasonable distance for them to attend. Nearly 50 per cent of the rural teachers of the state have had some normal training. The Agricultural College and State University are here for farmers' children. The state maintains four normal schools for the training of teachers. For men with families, these educational advantages are as important as any other consideration. Public instruction has first call on Michigan's Treasury, and the whole school system is brought within the reach of all from Kindergarten to University. There are private and parochial schools

Under certain conditions land is valuable and is sure to grow more so. The course for the wise investor, whether he has much or little to invest, is to learn what these conditions are, learn where they exist to the greatest extent, then buy land there and inevitable development will reward him.

One of the best peach orchards in Mason County

and business colleges in the larger cities. There is a Catholic school in Manistee. Agriculture is now being taught in the high schools. Educators the country over are aware that Michigan is the leader and pattern state in educational matters.

TAXES

Taxes are extremely low—so reasonable that even where new schools, bridges or roads are built, the amount seems small when compared with those usually levied in older agricultural communities. Our townships are all in good financial condition and usually free from debt. The administration of the Counties has been progressive and yet very economical. If you come to this district, you will not be in a community loaded down with debt; you will not have to begin the construction of County buildings, etc., nor be called upon to pay for what is already built.

Michigan has a tax exemption law for settlers on new or cut-over lands which have not been cultivated. It provides that the new settler who has bought such land either upon contract or otherwise, shall actually reside upon it and shall improve, or clear. at least two acres of it each year for five years, and the exemption applies for that period of time on not more than 80 acres purchased by any one person. To obtain this exemption the new settler, after he has located on his land, must apply to the township supervisor.

BUILDING MATERIAL

Lumber is manufactured more or less in the large towns where new settlers find well stocked yards furnishing lumber at very reasonable prices indeed compared to the cost in some other states, as well as good stocks of builders' hardware, rubberoid roofing, shingles, tar paper, lime, cement, brick, plaster and wall boards, paints and in fact everything needed to build a home and make it comfort-

Seeing the Swigart Tracts on a rainy day. Rain coats for everybody.

able and attractive. When it comes to furnishing a home it must be remembered that Michigan is the headquarters state for furniture, refrigerators and stoves. There are abundant and valuable deposits of gravel for all building purposes, concrete work and road building. Here the farmer's family and his farm animals need not be otherwise than comfortably housed.

HEALTH

Statistics for the 10-year period from 1900 to 1910 show Michigan to be the second healthiest state in the Union. The birth rate in our region exceeds the death rate by 4.591 per thousand per year, which proves conclusively the healthfulness of this section. Health is the most important consideration in the life of every man, woman and child. It is the one thing above all that makes life more worth living. Without health it is impossible to enjoy life. The invigoration of our pure, clear atmosphere is at once recognized by all visitors.

This locality in Michigan is most favored with regard to health. Lung trouble, asthma, hay fever and catarrh are rare, some of these afflictions being almost unknown; and sufferers from asthma, catarrh and hay fever not only find relief, but frequently a permanent cure. Also if you are looking for a location free from malaria, chills and ague and their attendant evils, come to this locality. The water from our wells is wonderfully pure, delicious and health giving, being of great aid in correcting indigestion.

Farming which now produces one-fifth the wealth of the nation and five times more than mining, the next largest wealth-producing industry, is becoming cramped in the older districts. Small wonder that the prices of land are soaring. The labor of the farmer was never so well paid as now. Never was there a better time to own and operate a farm.

Unimproved land in Meade Township, Mason County.

THE ADVANTAGES

There are a number of advantages of the Swigart Tracts which make them different from any other proposition. Their co-operative features make for the success of their settlers. Learn about our farm advising work, also about our demonstration farm. You will be interested in the summer resort attractions of this location. Also learn about the series of great electric power dams being constructed in the center of the Tracts. There are many features in connection with this land colonizing movement that can only be briefly mentioned here, therefore write for fuller information.

The human side of this proposition that appeals to earnest people, is that every man who wants his chance to buy land on a practical basis, suited to his means, can get it here. You have about seven years' time on very low monthly payments. Yearly terms, if preferred. There is a liberal protective feature—if the purchaser dies after the contract is partly paid for. Ask for testimonials from those who have been thus benefited. The prices of land range from $10 to $35 per acre, with a selection from over 50,000 acres, including recent additions. Much of the land in 40-acre and larger tracts is now $18 to $25 per acre; in 20-acre tracts, $20 to $30, and 10-acre tracts, $25 to $35. Considering quality of soil, location and advanced conditions, there is no land in Michigan or any other state so low in price for value given.

The good will of our settlers is our slogan. We keep it by uniformly fair treatment. We count it an asset because of the very nature of our project. We are working with and will be neighbors with our settlers for many years to come.

> The most certain thing in the regular course of events is growth in population. This will take place where there are undeveloped, natural resources with the most favorable conditions for developing them. There, naturally, the greatest increase in values will take place

Reproduced from a photograph of one of our Excursions

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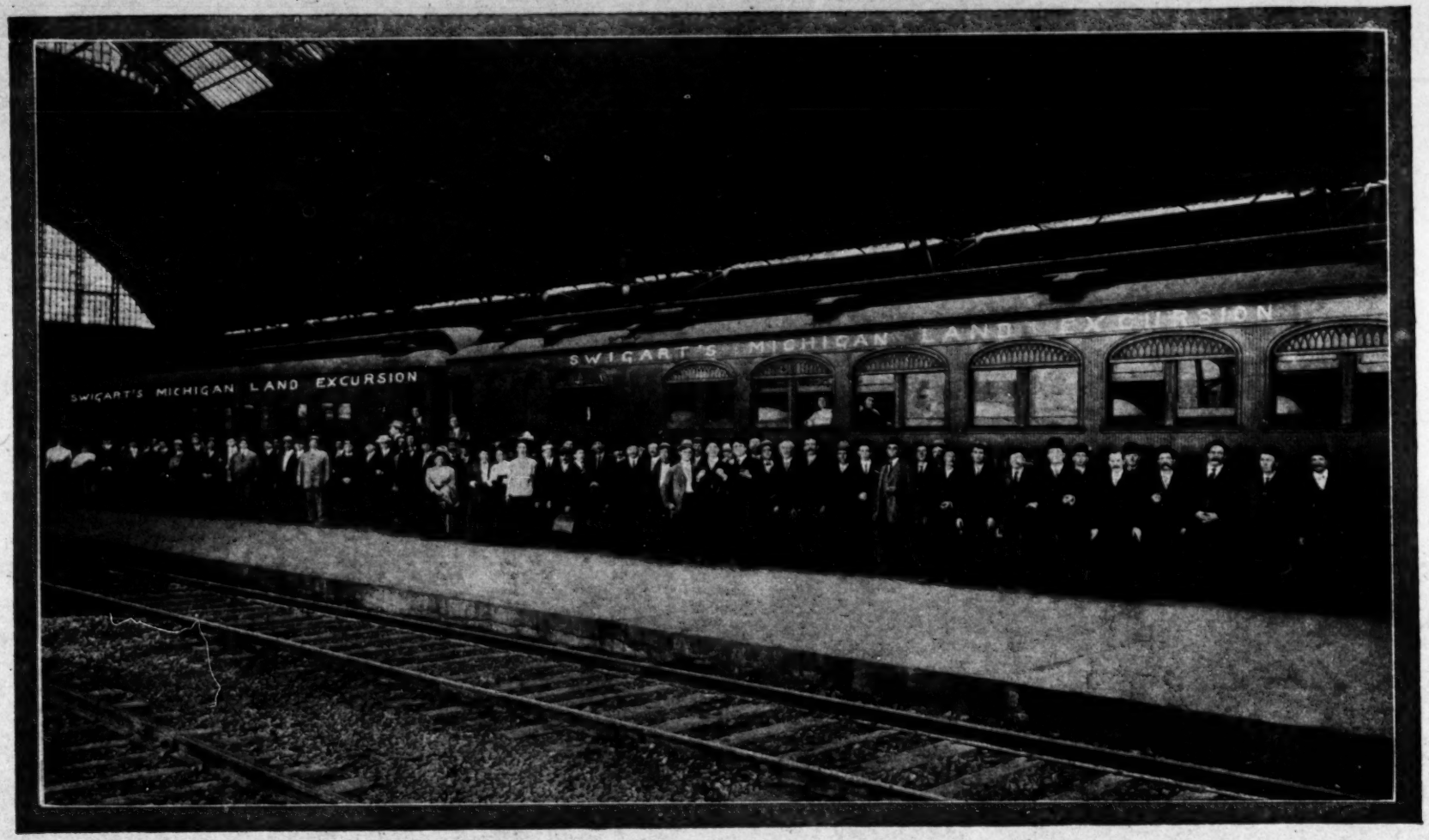
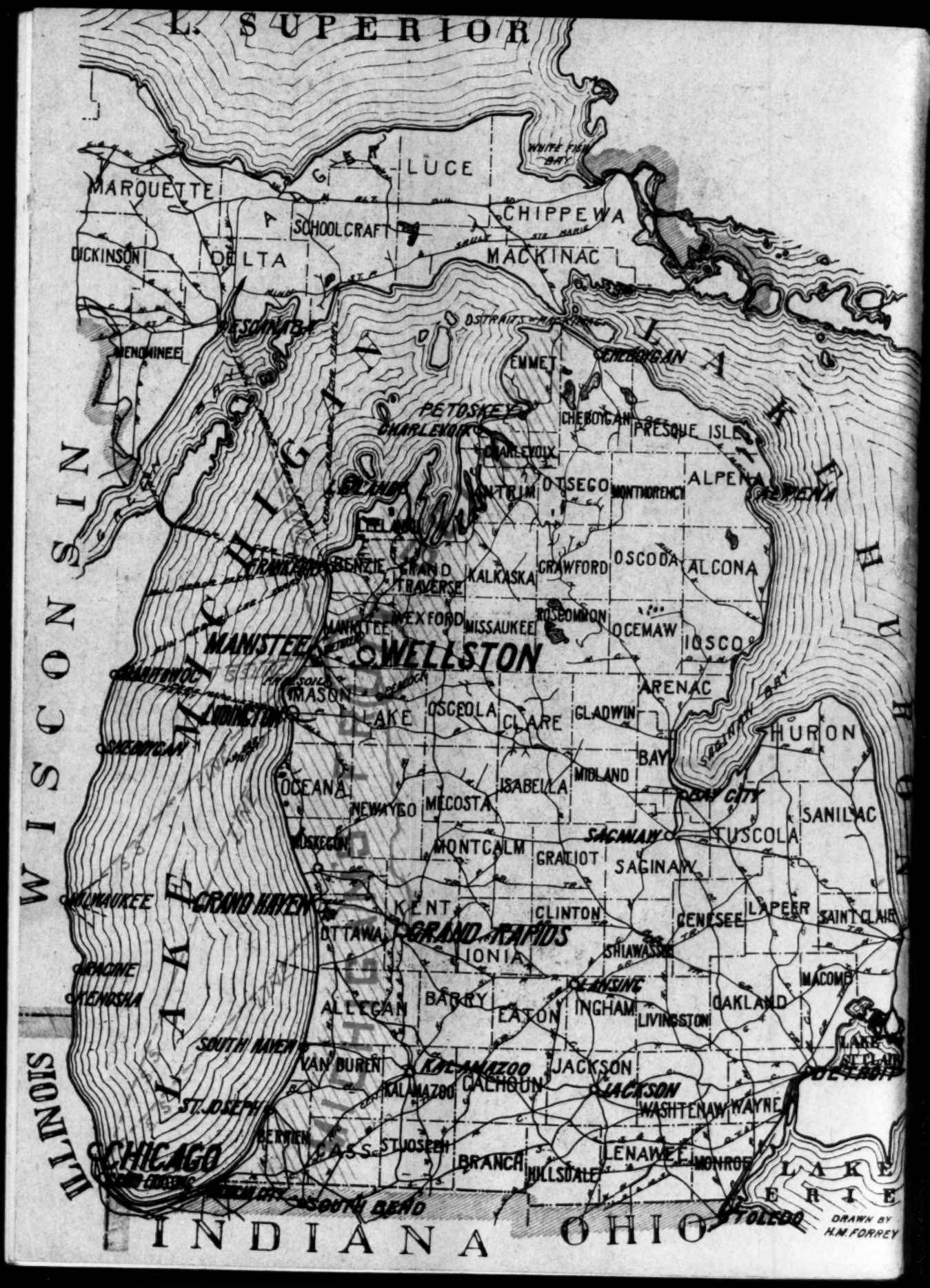


Reproduced from a photograph of one of our Excursions


L. SUPERIOR
WHITE FISH BAY
LUCE
MARQUETTE
CHIPPEWA
SCHOOLCRAFT
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EMMET
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PRESQUE ISLE
ALPENA
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OSCODA
ALCONA
GRAND TRAVERSE
KALKASKA
CRAWFORD
ROSCOMMON
OCEMAW
IOSCO
MANISTEE
WELLSTON
MASON
LAKE
OSCEOLA
CLARE
GLADWIN
ARENAC
HURON
LUDINGTON
SAGINAW BAY
BAY
MIDLAND
OCEANA
NEWAYGO
MECOSTA
ISABELLA
BAY CITY
SANILAC
MUSKEGON
MONTCALM
GRATIOT
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TUSCOLA
MILWAUKEE
GRAND HAVEN
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CLINTON
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KENOSHA
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BARRY
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SOUTH HAVEN
VAN BUREN
KALAMAZOO
JACKSON
LAKE ST. CLAIR
DETROIT
CALHOUN
JACKSON
WASHTENAW
WAYNE
ST. JOSEPH
BERRIEN
CASS
ST. JOSEPH
BRANCH
HILLSDALE
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C o p y

COMMERCIAL CLUB OF NASHVILLE

March 15, 1918.

Hon. William Bauchop Wilson,
Secretary of Labor,
Washington, D. C.

Dear Mr. Wilson:

I wired you today as follows:

> "The Commercial Club of Nashville representing fifteen hundred of her foremost business and professional men heartily endorse the application of Doctor George Edmund Haynes of Nashville for appointment as advisor to you representing your Department in the study of Negro employment and migration. We believe him to be both by training and education eminently qualified for the position. Our first hand knowledge of his work here justifies our recommendation."

Confirming the same will say I am sure that you have been made acquainted with the educational qualifications of Dr. George Edmund Haynes for the position he aspires to.

The Commercial Club is in a position to probably know better than any other organization or individual as to his qualifications for the position he is seeking.

The handling of the Negro is an ever present proposition in the South both industrially and in a civic way. These problems are constantly coming up in the work of the southern commercial organizations, and as an Executive of the Commercial Club I have had opportunities to know of Dr. Haynes' qualifications. He is a student with a broad vision and gifted with executive ability far above the average, and has in addition to these a large fund of good everyday horse sense. I do not believe a better qualified man for the position can be found than Dr. Haynes.

Respectfully,

COMMERCIAL CLUB OF NASHVILLE,

(Signed) W. R. Manier,

Secretary."

THE AMERICAN MISSIONARY ASSOCIATION
287 Fourth Avenue, New York, N. Y.,
March 1, 1919.

Dr. George Edmund Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

Please let me express to you the very great satisfaction which I had in attendance at the conference of yesterday. I think it meant a good deal in clearing up varied points, and also in having us all to understand how much it meant to have you in the service which you are undertaking. You certainly are justifying a very meagre appropriation for a work so large and meaningful. I hope you may be continued long in it.

Very sincerely yours,
(Signed) Rodney W. Roundy,
Associate Secretary.

WAR CAMP COMMUNITY SERVICE,
Washington, D. C., February 19, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

I want to congratulate you upon the great success of your Conference and thank you for the privilege of being present and taking a small part in it. It was a most unusual Conference. I never attended one on any phase of the Negro question, which you described as being loaded with dynamite, where the spirit was so find and where practically all the speeches contained constructive suggestions and showed a hopeful outlook.

(Signed) T. S. Settle,
Special District Representative.

EXTRACT FROM LETTER OF R. S. GROSSLEY, Assistant Supervisor of Negro Schools, Jackson, Miss., July 7, 1919.

"I am very sorry your program had to be broken into for lack of appropriation to continue the work in full. I hope, however, that ample provisions will be made for the maintenance of the Department of Negro Economics. It would be nothing less than a tragedy for so necessary and important a work to have to be discontinued for lack of support. It has already meant more for our people in a general way than could adequately be measured in terms of money. Indeed, I regard it the most fundamental of all welfare work that is now being carried on among our people in this country."

Copy

Department of Labor
Office of the Secretary
WASHINGTON

July 1, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

So important do I consider the information, advice and departmental aid furnished through your work as Director of Negro Economics, a war service of the Department of Labor, which I created in order to harmonize the labor relations of white workers, Negro workers and white employers, and thereby to promote the welfare of all wage-earners in the United States, that I hereby request you to continue the service.

Owing to our failure to get the appropriations asked for from Congress, it will be necessary for you to continue without the field staff that would enable you to gather information and give assistance more promptly and fully. But I need your assistance in this work of conciliation and will make such provision for retaining it as is possible.

I hope that the white and colored citizens, both North and South, who have so heartily and beneficially cooperated with you, will continue their cooperation under the difficult circumstances in which the Department is involved due to curtailed funds. By correspondence with such citizens, you may enable the Department of Labor to continue in some degree the valuable service you have rendered in dealing with the delicate and difficult problems touching Negro labor, and thus to serve employers and workers of both races and all sections.

Let me supplement this request with the most emphatic assurances of my appreciation of your personal qualities as well as the value of your work.

Yours very truly,

(Signed) W. B. Wilson,

Secretary.

COPY

MEMORANDUM OF INSPECTIONS ANDINVESTIGATIONS IN PHILADELPHIA
AUGUST 3 and 4.

My inspections and investigations in Philadelphia cover three lines,-

First, the extent that colored women had been induced into industrial plants to replace work formerly done by white women, especially foreign born women and foreign born white men.

Second, to find out how far colored men are still retained in industrial plants on work formerly done by white men, mainly foreign born.

Third, to inquire into the development of thrift organizations and activities which affect the conserving of wages of Negro wage-earners as an indicator to their gaining hold in the Philadelphia district and thus becoming a permanent labor factor.

On the first item, I visited the office of the Consumers League for Eastern Pennsylvania to ascertain data they had been gathering on colored women in industry. The office was closed and I have subsequently written making the inquiry.

Visited Y.W.C.A. and had conference with the Industrial Secretary, and

Visited the plant of the Franklin Sugar Plant Company, which formerly employed colored women during the War on work which had previously been done by white men, mostly foreign born immigrants.

On the second item, I interviewed Mr. H.S. Collins, formerly Welfare Supervisor at the Hog Island Shipyards and connected with the Railroad Auditing and Checking Company. On this also I made inquiries at the Franklin Sugar Refining Company and found that they now employ about 350 colored men on work which before the War was done by white men, mainly foreign born, and during the War was largely done by colored women. This plant employed no colored men during the War only a few outside.

On the third matter, I visited and secured information from the Cherry Building and Loan Association. The African Steamship and Sawmill Company are now selling stock to people in Philadelphia and other cities. I visited The United Community Stores, which have developed grocery enterprises in Philadelphia thru funds collected from wage-earners largely, and interviewed Dr. Brooks (official of the Building and Loan business), Adolphus Lewis, and R.D.D. Troy.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

REPORT ON VISIT TO PITTSBURGH, PA. - August 12 and 13, 1920.

The purpose of this visit was (1) to meet with representatives of industrial welfare workers connected with plants into which large numbers of Negroes have been introduced principally in the replacement of foreign labor during and since the War and to confer with them on plans for a national conference of such workers;

(2) to interview men connected with industrial operations employing Negroes in the Pittsburgh district with reference to the present problems involved in adjusting Negroes with white workers in the present labor situation;

(3) to visit plants where Negroes are employed.

****

(1) The result of the conference of representatives and industrial welfare workers was that a national conference was decided upon to be held at Newark, N.J., October 22 and 23. Representatives,- 250 persons - were to be invited representing the full interest dealing with Negro wage-earners:

(a) Industrial welfare and personnel workers connected with industrial plants.

(b) Those dealing with recruiting and placement of labor in industrial plants.

(c) Interested individuals concerned with the question of Negro labor in industrial plants.

The decision was made to have five topics during the three sessions on a round-table order discussed at the coming conference, with a joint night session with the National Urban League. The consensus of opinion of the representatives present is that owing to foreign and immigrant labor in industries, particularly those employing large numbers of unskilled and semi-skilled workers, the Negro is becoming a permanent factor in industrial operations, especially those in the North.

(2) The following men connected with industrial plants were

interviewed with reference to Negro employees in the plants under their supervision and relation to foreign and immigrant labor and the whole question of labor adjustment:

Mr. Paul G. Prayer, Carnegie Steel Co., Duquesne, Pa.
Mr. W.H. Smith, Carnegie Steel Co., Clariton, Pa.
Mr. J.E. Banks, American Bridge Co., Ambridge, Pa.
Mr. Cyrus W. Green, Westinghouse Mfg. Electric Co., E. Pittsburgh, Pa.
Mr. J.S. Morten, Pittsburgh Plate Glass Co., Pittsburgh, Pa.

The results of these interviews and conferences with these men revealed two main problems at the present time facing the management with reference to induction of Negro workmen,-

(a) Housing facilities, as there is very pressing need of these in the Pittsburgh district now. Houses made vacant by the emigration of foreigners have more than been filled and there is now an acute housing shortage.

(b) Supervision and asjustment of Negroes in industrial plants. The management is at the present time inclined to limit Negro supervision to matters of recruiting. The placement in the plant and any steps at scientific management or adjustment of the individual workman to the processes and the teaching of sub-foremen and leaders have not been taken up. The comparison in this respect with the methods of handling foreign born labor shows that there has not yet been an understanding of the problem similar to what has been analyzed with reference to stabilizing induction direction for foreign born. It is evident, however, that Negroes have been introduced in place of foreign born labor and some American born labor to a large extent with the management looking toward their induction as a more or less permanent step.

(3) Owing to delay in the escort on one trip the visit to the American Bridge Company at Ambridge was not made. The better part, therefore, of the second day was spent in visiting several sections of the plant of the Westinghouse Electric and Machinery Company in East Pittsburgh. This company started to employ colored men in July 1916. The first of last September they had in their employ 395 [redacted] Negro workers. At that time they engaged the services of Mr. Cyrus W. Green, college trained man, who had formerly been in the Army as Educational Secretary. Mr. Green is directly responsible to the General Superintendent and has under his oversight the recruiting and partial adjustment of colored men in the several plants in the district. At the end of June the company had 741 Negro employees.

In conference with Mr. Bowers, Employment Manager, he stated that the company did not discriminate between labor of Negroes and foreign born; they had used some Negroes to replace native born. He said it was more difficult to put in skilled Negro men both because the Negroes themselves were timid from fear of intimidation by the white workmen and because there was at times opposition from white workmen. Often individual Negroes have refused jobs the company wanted to give them because they feared friction.

In introducing foreign born in large numbers some years ago in this company there was similar friction with native born whites but during the last five years, with the reduction of numbers of the foreign born and with the Americanization and assimilation of the foreign born, they are not so prone to friction as heretofore. The friction of Negroes now is similar to that of the earlier different national groups when first brought in years ago.

Negroes were first introduced into plants in the time of a strike in 1916 in order to stop the strike. The company thought it a good policy to bring them in not principally because of the strike but because it was right to bring them in according to their proportion in the population. This point of view was that of the former superintendent, a Mr. Johnson, who liked Negroes and wanted to see them get justice, as he had been brought up in a community in Ohio where he had been neighbor to a family who had been emancipated by their former master in Virginia and brought and settled in Ohio.

In going thru the plants observation was made of one Negro who was in the class of machinist and working with two white men in operating a large machine. He was reported as having qualified in work on three machines on the floor. Another Negro was doing chipping work with a pressure hammer. Two different Negroes were employed in stock rooms, one of them in a very responsible position, having charge of the wire store-room containing large quantities of copper, silver, nickel and other wires of considerable value. A striking comparison of Negro reaction was seen on the operation of small freight motor trucks that were run around the plant. The Negroes who had been introduced on these trucks seemed to run them with a push and an ease of their white operators. There were a considerable number of women workers in the plants where the armatures were being wrapped, but no colored women. Mr. Green stated that he had asked the Company to introduce some colored girls on some punch pressers now being installed at the Copper Mill but so far had not received any assurance on this. In the plant where the coils and armatures were shellaced and baked colored men were in the majority because, it was stated, they did this work better than foreign workmen who had formerly done it. There

are Negroes in the blacksmithing shop, one Negro having been there a great number of years. They were also in the foundry where bolts were being stamped. In the plant where patterns were being cut from sheet steel considerable number of Negroes were scattered at various machines doing or assisting in doing almost all of the operations in the stamping and cutting machines. In the Copper Mill plant Negroes were doing work on rollers, dippers and copper wire drawers which drew out the copper into different sizes of wire. Upon the surface, it appeared that the operations of various grades of skill and responsibility were open to colored men who showed ability to fill them.

Respectfully,

Inspector.

H/MLC

DRAFT

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(3) Owing to delay in the escort on one trip the visit to the American Bridge Company at Ambridge ~~will~~ was not ~~be~~ made. The better part, therefore, of the second day was spent in visiting several sections of the plant of the Westinghouse Electirc and Machinery Company in East Pittsburgh. This company started to employ colored men in July 1916. The first of last September that had in their employ 395 ~~colored~~ Negro workers. At that time they engaged the services of Mr. Cyrus W. Green, college trained man, who had formerly been in the Army as Educational Secretary. Mr. Green is directly responsible to the General Superintendent and has under his oversight the recruiting and partial adjustment of colored men in the several plants in the District. At the end of June the company had 741 Negro employees.

In conference with Mr. Bowers, Employment Manager, he stated that the company did not discriminate between labor ~~with~~ Negroes and foreign born; they had used some Negroes to replace native born. He said it was more difficult to put in skilled Negro men both because ~~of the fear~~ the Negroes themselves were timid from fear of intimidation by the white workmen and because there was at times opposition from white workmen. Often individual Negroes have refused jobs the company wanted to give them because they feared friction.

In introducing foreign born in large numbers in this company there was similar friction with native born whites but during the last five years, with the reduction of the foreign born and with the Americazation and assimilation of the foreign born, they are not so prone to friction as heretofore. The friction of Negroes now is similar to that of the earlier different national groups when first brought in years ago.

Negroes were first introduced into plants in the time of ~~the~~ a strike in 1916

~~strike~~ to stop the strike. The company thought it a good policy to bring them in not principally because of the strike but because it was right to bring them in according to their proportion in the population. This point of view was that of the former superintendent, a Mr. Johnson, who liked Negroes and wanted to see them get justice, as he had been brought up in a community in Ohio where he had been neighbor to a family who had been emancipated by their former master in Virginia and brought and settled in Ohio.

In going thru the plants observation was made of one Negro who was in the class of machinist and working with two white men in operating a large machine. He was reported as having qualified in work on three machines on the floor. Another Negro was doing chipping work with a pressure hammer. Two different Negroes were employed in stock rooms, one of them in a very responsible position, having charge of the wire store-room containing large quantities of copper, silver, nickle and other wires of considerable value. A striking comparison of Negro reaction was seen on the operation of small freight motor trucks that were run around the plant. The Negroes who had been introduced on these trucks seemed to run them with a push and an ease of their white operators. There were a considerable number of women workers in the plants where the armatures were being wrapped, but no colored women. Mr. Green stated that he had asked the company to introduce some colored girls on some punch pressers now being installed at the Copper Mill but so far had not received any assurance on this. In the plant where the coils and armatures were shelllaced and ~~backed~~ varnished colored men were in the majority because, it was stated, they did this work better than foreign workmen who had formerly done it. There are Negroes in the blacksmithing shop, one Negro having been there a great number of years. They were also in the foundry where bolts were being stamped. In the plant where patterns were being cut from sheet steel considerable number of Negroes were scattered at various machines doing or assisting in doing almost all of the operations in the stamping and cutting ~~of~~ machines. In the Copper Mill plant Negroes were doing work on rollers, dippers and copper wire drawers which drew out the ~~wire~~ copper into different sizes of wire. Upon the surface, it appeared that the operations of various grades of skill and responsibility were open to colored men who showed ability to fill them.

Respectfully,

George E. Haynes

~~Director of Negro Economics.~~

Inspector

THE CIRCLE FOR NEGRO RELIEF, INC., 489 Fifth Avenue, New York, N. Y.,
August 19, 1919.

Secretary W. B. Wilson,
Department of Labor,
Washington, D. C.

Dear Sir:

As an organization working for the improvement of conditions and the increase of opportunity for Negroes in this country, we wish to express our hearty appreciation to you for the continuance of the Department of Negro Economics under the direction of Dr. George E. Haynes.

Sincerely yours,

THE CIRCLE FOR NEGRO RELIEF, INC.

(Signed) Etnah Rochon Boutte,

Executive Secretary.

NATIONAL URBAN LEAGUE, 200 Fifth Ave., New York, Sept. 18, 1919.

Mr. W. B. Wilson, Secretary,
Department of Labor,
Washington, D. C.

My dear Mr. Wilson:

I have read with great pleasure a copy of the letter which you wrote on July first to Dr. Haynes commending and continuing his services as the Director of Negro Economics.

Our organization certainly appreciates your decision to continue this Department and to use Dr. Haynes' service as Director.

The great industrial problems that are now before the American people are so serious that they require all of the wisdom that we can command to meet them properly. Negroes constituting one-seventh of the actual labor supply of the country will of course have a very determining affect upon the final solution of the questions. The Department of Negro Economics will be of great service in interpreting the needs and hopes of the colored workers for the Department of Labor and for our Country at large.

We trust that this Department will be continued indefinitely.

Sincerely yours,
(Signed) Eugene Kinckle Jones,
Executive Secretary.

DEPARTMENT OF LABOR

Negro Migration: Interview with Mr. Campbell, Farm demonstration agent of Tuskegee Alabama

Washington D.C. Aug. 23, 1920

Negro of thrift has come to certain conclusions

1. Some things he will not stand – Does not want his family insulted; wants his property protected

Next type is Negro who has no principles involved. He is lured by high wages.

Most of fellows who leave quietly are the thrifty men who take offense at abuse from white people. Abusive language, unfair treatment, etc.

They want to go to avoid trouble with whites in protecting their families and their property

No. 205
Ed. 3-22-18—300,000

Dr. William Jennifer

Detroit, Mich., July 2, 1919.

From: Federal Director
To: Director General, U. S. Employment Service,
Washington, D. C.
Subject: Supervisor of Negro Economics for Michigan.

1. On Thursday of last week Mr. William Jennifer, who for the past nine months has been acting as Supervisor of Negro Economics for Michigan, advised me that he was in receipt of communication from Washington directing him to report there immediately. He left here on Friday morning, and at the time of his leaving stated that he was somewhat worried in regards to the work, which he had been carrying on here in Michigan, being continued.

2. At the time Mr. Jennifer came to Michigan he at once proceeded to organize the State, and within a short time after his arrival a conference was held here in Detroit, and there were in attendance representatives from nineteen different cities in Michigan. An organization was perfected at that time, and great good has come from the results of that meeting. The writer attended this conference and had an opportunity to meet with these representatives, who consisted of Ministers, doctors, lawyers, welfare workers and working men. These people went back to their respective localities and proceeded to enlighten the colored people of their community regarding the efforts being made by the Government to assist them in caring for the interests of the Negroes who are rapidly moving here from the southern states.

3. It would appear to the writer that there is no work of greater importance which the Government might be interested in at this time than that of assisting the colored people to bring about better conditions for their race.

4. Since coming to Michigan, Mr. Jennifer has worked hard and given to the duties assigned to him all of his time and efforts. He is a splendid gentleman and his heart is in his work. He thoroughly understands the Negro problem. In the mind of the writer, he is an exception to the average person, and we would very much like to see him return to Michigan to carry on this good work which he has been doing, and desire to urge upon you the importance of this department being continued.

(Signed) J. V. Cunningham,

Federal Director.

HATTON W. SUMNERS
5TH DISTRICT TEXAS

C. M. WHITEHURST
SECRETARY

House of Representatives U. S.

Washington, D. C.
July 8,
1 9 1 9.

RECEIVED
JUL 9
SECRETARY'S
OFFICE

Mr. W. B. Wilson,
Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Wilson:

I am writing to call your attention to the recent dropping from your office personnel of William Jennifer, a colored man of nineteen years' creditable Civil Service record. In your annual reports of 1917 and 1918 you have made complimentary reference to Jennifer on account of the excellent work he has done for your Department.

I understand Jennifer has done a good work recently in Michigan for your Department. I have seen a letter from the Federal Directory of the U. S. Employment Service for the State of Michigan, in which he has expressed a desire for the return of Jennifer. I understand you need some colored man to represent the government in the field in dealing with the vast number of negro laborers going north and it would seem that Jennifer is most excellently qualified for this service.

I respectfully recommend his re-instatement.

Very respectfully yours,

Hatton W. Sumners

HWS-RW

FRANK E. DOREMUS
1ST. DIST. MICHIGAN

House of Representatives U. S.
Washington, D. C.

July 8, 1919

RECEIVED
JUL 9
SECRETARY'S
OFFICE

Hon. William B. Wilson,
Secretary of Labor,
Washington, D. C.

My dear Mr. Wilson:

Mr. William Jennifer, a colored Special Agent of your Department, has been doing some good work in Michigan. Director James B. Cunningham commends him very highly. I met him in Michigan some four years ago and believe him to be very capable and conscientious in his work. I earnestly hope that you may find a way to restore him to field work for the Labor Department in Michigan.

With best wishes, I am

Very sincerely yours,

Frank E. Doremus

o

July 11, 1919.

Mr. William Jennifer
Washington, D.C.

My dear Mr. Jennifer:

I am authorized by the Secretary to assure you that, on your Civil Service status and record of this Department since transfer from the Department of Commerce, provision will be made for your continuance in the service of this Department.

The Secretary says it may be a few days before he can make the arrangement and that he is not positive just what division of the Department you will be in, but he assures you of a place.

In this connection I am expressing the hope that it may be so arranged that you can continue the most capable and loyal service you have heretofore given in connection with this office.

Yours very truly,

Director of Negro Economics.

H/MLC

File.
July 11/19
L. H. V.

July 28, 1919.

Dr. William Jennifer,
445 Second Street, S. W.,
Washington, D. C.

My dear Dr. Jennifer:

I shall appreciate it if you will call to see me at your very earliest convenience for the purpose of taking up a matter of importance.

Yours very truly,

Director of Negro Economics.

M

July 31, 1919.

MEMORANDUM:
From: The Director of Negro Economics
To: The Secretary

THROUGH THE ASSISTANT SECRETARY.

I ask the indulgence of the Secretary in calling his attention to the accompanying request of Messrs. Charles E. Hall and William Jennifer, who were ordered by you to be transferred to the Immigration Service. You instructed that they be placed upon the Immigration roll, section 24, at the same salary they were given when transferred from the Department of Commerce. You recall that at the time you gave the directions we did not know the amount of this salary. I am sending in their requests in the thought that you might be willing to grant them under the circumstances.

I have examined their records and it appears that these men were transferred in October, 1916, nearly three years ago, at $1200 per annum. They have, however, lost the advantages that would have accrued to them in the Department of Commerce, as I have learned from that Department that a number of the men who were working along with these men at that time have later been considerably increased to basic salaries of $1500 and above, with the bonus in addition. With the standing and record these men had in that Department they would have undoubtedly shared to some extent in these benefits.

In the second place, if they have to start now on $1200 even with the addition of $240 bonus, they would not have a salary on which to meet necessary living expenses, as both of them are men with families. Their rating and efficiency are beyond question. I respectfully advise, therefore, that if the Secretary can see his way clear to do so that he approve the requests that their transfers to the Immigration Service, under Section 24, be at basic salaries of $1500 per annum.

Respectfully submitted,

Director of Negro Economics.

August 11, 1919.

Hon. Hatton W. Sumners, M.C.
House of Representatives
Washington, D.C.

My dear Mr. Sumners:

I am writing to acknowledge your letter of July 8 to the Secretary of Labor in which you express the hope that Mr. William Jennifer may be restored to the field work he was doing for the Department in the State of Michigan.

The Department very much regretted the necessity, due to the lack of funds, for dispensing with Mr. Jennifer's work and has done all that financial circumstances permit to retain his services. He is now at work in the Office of the Secretary. This delay in reply is due to our inability to adjust the matter at an earlier date.

Respectfully yours,

Assistant Secretary.

Noted
8/22/19

P/C

Jennifer

August 11, 1919.

Hon. Frank R. Doremus, M.C.
House of Representatives
Washington, D.C.

My dear Mr. Doremus:

I am writing to acknowledge your letter of July 8 to the Secretary of Labor in which you express the hope that Mr. William Jennifer may be restored to the field work he was doing for the Department in your State.

The Department very much regretted the necessity, due to the lack of funds, for dispensing with Mr. Jennifer's work and has done all that financial circumstances permit to retain his services. He is now at work in the Office of the Secretary. This delay in reply is due to our inability to adjust the matter at an earlier date.

Respectfully yours,

Assistant Secretary.

P/C

Noted
GBA
8/22/19

COPY

August 11, 1919.

Memorandum

From: The Director of Negro Economics, Per Charles E. Hall and William Jennifer

To: The Secretary

Through the Assistant Secretary

Subject: Investigation of Certain Labor Conditions in Washington.

We hereby report the result of our informal inquiry into the extent to which wage working conditions and questions entered into the recent racial disturbances in the District of Columbia.

The persons interviewed are representative colored and white (mostly colored) citizens who are in touch with the different elements of their racial groups, and their freely expressed opinions discourage the idea that labor conditions were responsible for the recent disturbance. We respectfully submit the following opinions:

Prof. John R. Hawkins - Financial Secretary, A.M.E. Church - 1541 - 14th Street, N.W.

"There are no indications and it is not my belief that the question of labor conditions entered into the recent riot".

S.P. Bond, Supt., Standard Life Insurance Co. - 1107 You Street, N.W.

"There was not the slightest degree of labor influence in the recent unpleasant situation. The daily newspapers were largely responsible".

S.A. Hall - Proprietor, Barber Shop - 1204 You Street, N.W.

"It was not a question of labor, but one of racial prejudices".

W.C. Chase, Jr. - Supt., Printing Department, "The Washington Bee" - 943 R Street, N.W.

"I do not believe that labor entered into the case at all".

Dr. W.P. Napper - 1920 Seventh Street, N.W. - Druggist.

"The recent disturbance in this city was not the result of economic conditions unless considered in connection with the surly disposition of the many idle soldiers and marines".

N.D. Murray - 1733 Seventh Street, N.W. - Printer.

"Industrial conditions had no part whatever in the race riot recently staged in Washington".

William A. Bowie - Cashier, Industrial Savings Bank - 11 & You Sts.,N.W.

"Labor influences were not responsible for the recent disturbances in this city".

Prof. Carter Woodson - Editor, The Journal of Negro History.

"Other than the possible objection of a certain element to the holding of Departmental positions by Negroes there was no connection whatever with labor".

R.L. Pendleton, Printer, 1216 You Street, N.W.

"I do not believe that labor was a contributing factor to the unfortunate racial disturbance".

A.J. Gaskins - 320 Eighth Street, N.W. - Proprietor, Restaurant.

"The disgraceful riot in this city was due to the American Huns augmented by the "Cracker" element of the South, including soldiers and marines, rather than to labor conditions in the District".

Dr. James T. Blue, M.D. - 304 F Street, S.W.

"Labor, in my opinion, furnished no element of cause for the recent race riot in the District of Columbia".

Mr. Ottaway Holmes - Proprietor, Holmes Hotel - Virginia Ave., S.W.

"I was out of the city at the time of the riot and am impressed from what I have heard in course of

conversation among the patrons of my hotel, that the riot was the direct outcome of smoldering race prejudice and in no way was it contributed to by industrial conditions in the District".

Ezekiel Cunningham, Groceman - 700 Third Street, S.W.

"The recent race riot in the District of Columbia was due, in my opinion, to 'propaganda' to show the Negro in a false light and not to labor friction".

Dr. Nathaniel Johnson, Phar. D. - 600 Third Street, S.W.

"The recent riot in the District of Columbia was the sequel of pent-up racial antipathies which had been growing more tense as the population of both races increased".

Dr. Benj. Hailstorks, Phar. D. - 732 Second Street, S.W.

"If labor was, in any way, a contributing factor to the recent racial disturbance it was very remote".

Dr. Geo. W. Murray, Phar. D. - 200 D Street, S.W.

"I do not think that labor conditions had anything whatever to do with the recent racial friction in the District of Columbia. Other causes leading thereto were obvious".

Rev. C.M. Tanner, Pres., Parent League Asso. - 1444 Q Street, N.W.

"I believe that the recent riot here was the result of propaganda in its incipiency, and that it had no connection with labor conditions".

Mr. W.E. Cheesebore, City Postman, S.W.

"The riot was the culmination of racial feeling. In my opinion it was not superinduced by labor rivalry".

Capt. C.H. Williams(white), Capt. of the 4th Precinct, Police Station on E.Street, between 4½ and 6th Streets, S.W.

"I think that the incipient cause of the recent race riot here was the reported assaults of colored men on white women, and that labor was in no way a

contributing factor".

Mr. Julas Paterson, Engineer - Maryland Flats - 618 Third St., S.W.

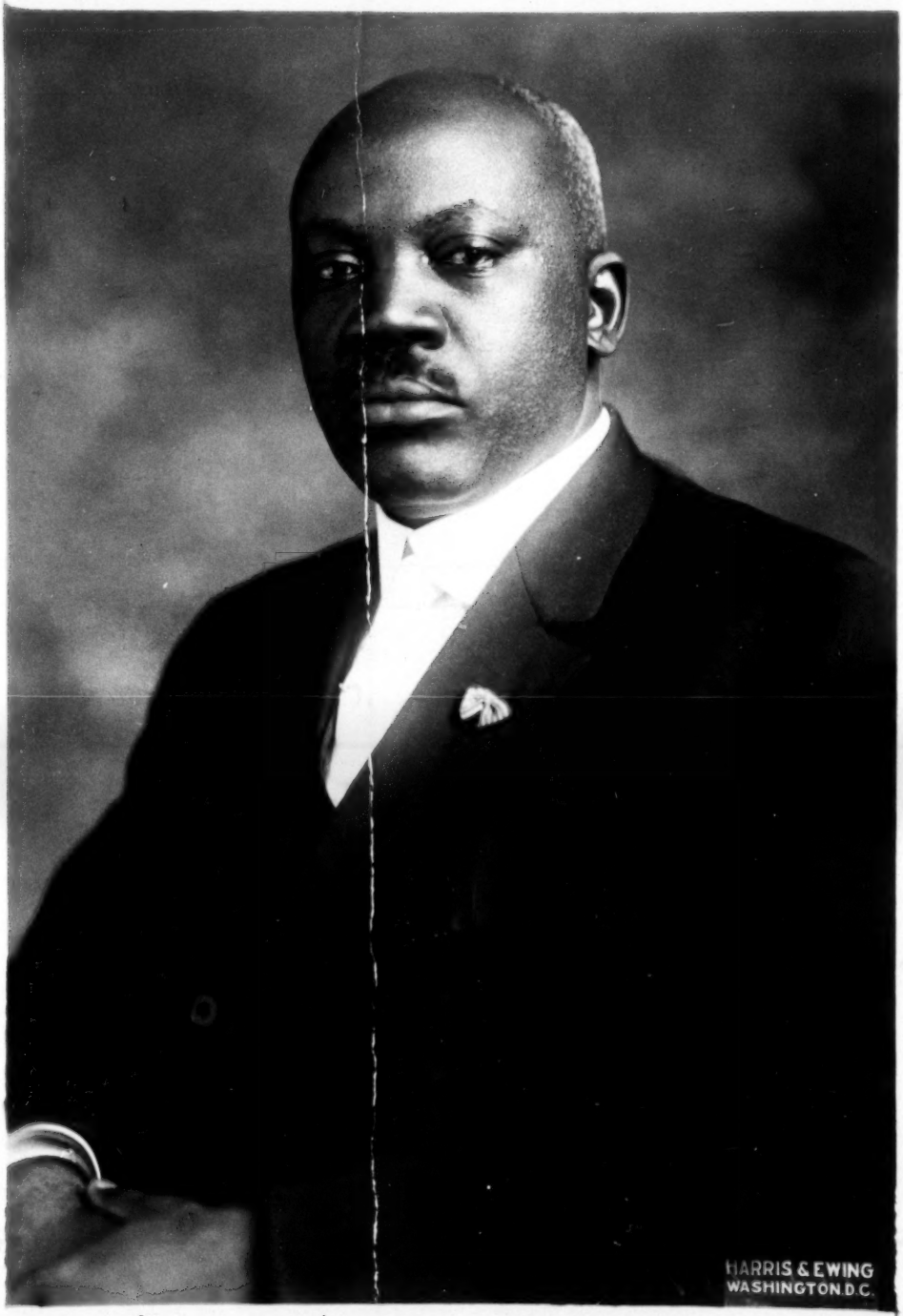
"The recent race riot in the District of Columbia was due to an effort on the part of 'non-resident' or 'new comer' whites to institute extreme Southern customs here and the resentment to such efforts by the colored residents of the District".

Respectfully,

Signed: Charles E. Hall
William Jennifer,

Immigrant Inspectors
Through the Director of Negro Economics.

HAJ/MLC



Prof. William Jennifer, Ph.D.

September 12, 1919.

Mr. William Jennifer,
Special Agent, U. S. Employment Service,
Fort and Second Streets,
Detroit, Mich.

THROUGH THE FEDERAL DIRECTOR FOR MICHIGAN

Dear Mr. Jennifer:

This is to express the hope that you are comfortably located again at your old headquarters and that you are finding your touch with the men in the field very pleasant.

We are now beginning to get into full swing here and are in touch with the committeemen all over the field.

There is a great deal of interest here now over the coming conference between capital and labor, as well as the international conference of labor representatives of the proposed League of Nations. We are making every effort to see that the Negro laborer gets adequate representation in both conferences.

With many cordial greetings to Mr. Dancy, Mr. Nicholson and other mutual friends in our work, I am

Yours very truly,

Director of Negro Economics.

330 Clinton St.

Emp. 1

Noted
Ghost
9/22/19

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE

IN ANSWERING REFER TO
No.

Detroit, Sept. 16, 1919.

Dr. Geo. E. Haynes
Director of Negro Economics.
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
SEP 18 1919
Director of Negro Economics

Dear Doctor Haynes,

I have been away from my desk, out of the city, for a few days which has caused my delay in reply to your letters.

I thank you for promptness in sending the official enclosures and for the proffered assistance in my work here.

Many of the chairmen of committees in the state have expressed a willingness to continue their relation to the Service as "of yore".

In a few days I will be able to write you, more definitely, as to the labor outlook here.

(2)

EMP. 1

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE

IN ANSWERING REFER TO
No.

In my next letter I hope to be able to call your attention to some matters in which, I feel, you will be greatly interested.

I am curious to know the fate of my June expense account and herein thank you in advance for any information relative thereto.

You may expect a collateral report from me during the latter part of this week.

Yours, Very truly,

Wm Jennifer,
Special Agent U. S. Employment Service.

911

October 6, 1919.

THROUGH THE FEDERAL DIRECTOR,
U. S. Employment Service,
Michigan.

Mr. William Jennifer,
Special Agent, U. S. Employment Service,
330 Clinton Street,
Detroit, Mich.

Dear Mr. Jennifer:

I have referred your inquiry to Mr. J. E. Blackwell, Vocational Secretary of the Y. M. C. A., Chicago, Ill., asking him to investigate the matter and write to you,- also to take any action which he thinks best.

Yours very truly,

Director of Negro Economics.

Exp. 1

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE

IN ANSWERING REFER TO
NO.

RECEIVED
DEPARTMENT OF LABOR
SEP 27 1919
Director of Negro Economics

330 Clinton St.
Detroit, Mich.
Sept. 25, 1919.

Dr. Geo. E. Haynes, R/Gbt
Director Negro Economics, 10/6/19
U. S. Department of Labor,
Washington, D.C.

Sent 9/27/19 KV

Dear Doctor Haynes:

I am writing to ask that you kindly duplicate your last letter to me. It has been misplaced by the outgoing, acting Federal Director and I have never seen it. He opened it, as it was addressed to the Federal Director. After seeing that it was for me he laid it aside with other papers and have not been able to locate it since. (Sent 9/27/19 — KV

Allow me to call your attention

EMP. 1

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

IN ANSWERING REFER TO

No.

to the "Marshall Ventilated Mattress Company," who is building a factory at 1454 So. Sagamore St., Chicago, Ill. This company intends to employ all colored for their "working force" if they can be assured of getting the desired number.

Further information, about this matter, can be had of Mr. S. S. Ginsburg, by writing him at the above address.

Very truly Yours,

Wm. Jennifer

Special Agent

U. S. Employment Service.

RECEIVED
DEPARTMENT OF LABOR
OCT 6 - 1919
Director of Negro Economics

R
10/12/19

Benton Harbor Mich. Oct 2nd 1919.

Mr George E Haynes.
Director of Negro Economics
Dear Friend.

In reply to your letter which I received a short time ago, was sorry to learn of the dismissal of Mr Jennifer, for we as a Committee had learned to love him we regarded him as a Gentleman of the highest type.

We are making great strides, and are

receiving good results.
We have came in close
touch with some of our
best white citizens &
placing our Negro workers
in Machine Shops.
& can say we have in
our city a Negro window
Decorator in one of
our large Department-
Stores..

I thought I would
inform you of our Success
& we as a Committee
would be delighted, to
have you some time
during the winter, to
make a visit to our
city

& while in the city
we would arrange for
a meeting at one of our
churches.

if this be accepted
please notify me some
time ahead. of course
we would not pay any
expenses only yours
while in this city.
all information or
literature that would
be helpful we will
except with Thanks.
waiting a Reply.

Ella Wood Sec.
John Wood Chr.
759 Columbus Av. Benton Harbor Mich

October 13, 1919.

Mr. John Wood,
759 Columbus Avenue,
Benton Harbor, Mich.

Dear Friend:

Thank you for your cordial letter of October 2. By this time you probably know that Mr. Jennifer has been back to Detroit for about a month. He has probably been in touch with you. I am glad to know you are making such strides in getting your men and women into positions in your city. I congratulate you. If at any time I find I can visit you in Benton Harbor, when I am in your section, I shall write you. Mr. Jennifer's address is 330 Clinton Street, Detroit, Mich.

Again congratulating you on your work, I remain

Yours very truly,

Director of Negro Economics.

EMP. 1

IN ANSWERING REFER TO
No.

Notes
Y Cost

125 | 19

U. S. DEPARTMENT OF LABOR
U. S. EMPLOYMENT SERVICE

330 Clinton St.,
Detroit, Mich.
Oct. 18, 1919.

Dr. Geo. E. Haynes,
Director of Negro Economics,
U. S. Dept. of Labor,
Washington, D. C.

Dear Doctor Haynes:

I regret very much that I did not get to see you before you left. This was due to the fact that I looked, until it was late, for the desired paper and when I found it I had no margin of time to make delayed connection with the "Michigan Central depot car". When I got to the depot your train (11 30 AM) had gone.

(2)

EMP. 1

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

IN ANSWERING REFER TO

No.

Had a letter from Mr. Phillips this morning which corroborated your statement about the expense voucher and added that the unquestioned part of the voucher would be paid without the trouble of making a new voucher. I was indeed grateful for this information.

The check may be sent to 330 Linton street, Detroit, Mich.

Thanking you in advance for this favor, I am,

Very truly yours,

E. M. Jennifer,

Examiner U.S. Employment Service.

RECEIVED
DEPARTMENT OF LABOR
OCT 20 1919
Director of Negro Economics

R
GEH
6/3/20

TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE
DETROIT, MICH. May 24, 1920.

OFFICE OF
INTERNAL REVENUE AGENT
DETROIT DIVISION

RECEIVED
DEPARTMENT OF LABOR
MAY 27 1920
Director of Negro Economics

Dr. Geo. E. Haynes,
Director of Negro Economics,
Washington, D.C.

Dear Doctor Haynes:

I am writing to inform you that, since my new official incumbency here, I have been quite active in assisting the adjustment of labor matters such as relate to the Negro wage-earner. I have done this as much from force of circumstance as from love of the work and humanitarian interest. The circumstance was brought about in this way:

As Federal Prohibition Agent, I have been operating "incog." The

TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE
DETROIT, MICH.

OFFICE OF
INTERNAL REVENUE AGENT
DETROIT DIVISION

people here rushed to me, as "of-
yore", for assistance and ad-
vice, whenever they found difficul-
ty in their industrial path. I
have always responded willing-
ly because of my love for the
work, my knowledge of its ne-
cessity, and my desire for ap-
parent and real activity such
as would divert attention from
the "inog" phase of my official
duties.

In a personal way, I have
made a specialty of listing rooms
for new migrants, thus preven-
ting much suffering during the win-
ter, and early Spring months.

Colored laborers passing through

(3)

TREASURY DEPARTMENT

INTERNAL REVENUE SERVICE

DETROIT, MICH.

OFFICE OF
INTERNAL REVENUE AGENT
DETROIT DIVISION

Detroit, to other industrial centers of Michigan, have been assisted by me, by personal letters to the chairmen of the Advisory committees, at their various destinations.

I would respectfully suggest that the Division of Economics be given credit for this work in Michigan.

Remember me kindly to the family circle, to my friend Phillips, and to others of your office with whom I have been associated.

Yours, with esteem,

W. M. Jennifer
Federal Prohib. Agent.

330 Clinton St.

PHONE MAIN 2702.

A WEEKLY NEWSPAPER

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HONORARY MEMBER

RECEIVED
DEPARTMENT OF LABOR
JUN 21 1920
Director of Negro Economics

June 16, 1920.

Mr. Geo. E. Haynes,
Director of Negro Economics.
Washington, D.C.

6/25/20

Dear Doctor Haynes:

Just a few lines to inform you that we have organized a company here known as the "Great Lakes Publishing Company"; under the auspices of which will be published a weekly newspaper known as the "Detroit Compass". The paper's first appearance will be on or about July 7th.

Will you kindly give us an article for the initial number?

Awaiting your reply, I am as ever, Yours with esteem,

Wm Jennifer.

June 25, 1920.

Mr. William Jennifer,
Federal Prohibition Agent,
Internal Revenue Service,
Detroit, Mich.

Dear Mr. Jennifer:

Please allow me to acknowledge and reply to both your letter of May 24 and that of June 16. The first letter was forwarded to me in New York while I was away and was returned to the office here after I had been to the office and gone. Consequently, this is the first opportunity I have had to reply to your second letter. Indeed, I would be glad to have your assistance in helping us to keep in touch with the labor field in Detroit and vininity. You will be pleased to know that although the appropriation failed, the Secretary has decided to continue the work, giving me three assistants for it. We are now readjusting our plans with the idea of getting in touch with able citizens like yourself in various localities, through whom we can get regular information about the labor situation. We shall probably make a special effort to collect and collate information on women and children workers, carrying forward, of course, our other information service on the general conditions of Negro workers and their relations to white workers and employers. We shall appreciate your cordial cooperation in this work.

You will find enclosed a brief article for your first issue of the "Detroit Compass". I regret that I have not more time or I would be able to give you a more extended and carefully-worked-out article.

Yours sincerely,

Director of Negro Economics.

h
p
Enclosure - 1

Grasping Hands

"GRASP THE ~~NEED~~ OF ECONOMIC OPPORTUNITY"

By Dr. George E. Haynes,
Director of Negro Economics,
U. S. Department of Labor.

The Negro worker, in whose ranks are practically all Negroes twelve years of age and over, is today standing face to face with economic opportunity, both on the farms, on the railroads, in the mines and in the factories. In all these fields "Mr. Opportunity" is either stretching out both hands inviting him in or has taken hold of the Negro worker's right hand and has led him into the place of work. "Mr. Opportunity" is showing him what wages can be earned. He is promising him better wages. He is promising him in many places the same conditions of work as other workers. He is even trying to find out the leisure and living needs of the Negro worker so as to help him ~~to~~ adjust all parts of his life to the new surroundings. One of the striking things is that "Mr. Opportunity" is concerning himself in the South in this way ~~as~~ as well ~~less than~~ as in the North. ¶ The fact behind the above figure of speech means that for the first time the Negro has the chance to firmly intrench himself in the better paid occupations. All the available information shows that during the period of the War and the months since the armistice the impression the Negro has made in the factories and plants of the North has been favorable.

There is no need of a figure of speech to picture the fact that the white workmen in the same occupations and on the same jobs

Jennings

are extending their hands to the Negro . The economic necessity of the hour has made it so. Here, then, is the other element that makes the outlook for the Negro worker most promising, indeed. Not only is the door to these occupation open, but the fellow workmen who go in and out of it with the Negro are no longer undertaking either to close the door or to block up the entrance.

But every opportunity brings its requirements and there are several, very simple and very necessary things that every Negro worker and his well-wishing friends might well consider, if one may venture to advise.

First, the Negro worker must see to it that his job is done just as well and a "wee bit" better than the other fellow's. No matter what the job is or how unimportant it may seem, it should be done up "brown". He has the brains - he has the brawn. This should result in the determined action. He has just come into the new opportunity and there are many doubting spectators looking on.

Second, the Negro worker must look out for training to do his job better and better in order to keep apace with the other fellows, and, if possible, to set the pace. The production of tomorrow will call for greater intelligence and skill than that of today. The future workman must put more brains into his fingers.

Third, the Negro worker must look out for his health. He has come into the "game" with a physiological machine which is probably better, on the average, than that of other workmen, but he probably does not know so well how to look to his food, to his recreation, to his fresh air, and to his sleeping and living conditions as well as other workmen. Physical vitality is one of the elements of survival in the economic competition.

Fourth, he must save, combine and invest his money. Within the next ten years we may so preserve our surplus earnings and we may so combine and invest them that we will get our place in the great world of agriculture, commerce and industry as owners and directors and superintendents, ~~that~~ Thus both those who labor and those who manage may ever in the future have need of our help and cooperation and, in turn, will be ready to give us a share in the resulting benefits.

The bounds of economic opportunity are stretched out to us and we may grasp them firmly for the future

August 5, 1920.

Dr. William Jennifer
Federal Prohibition Agent
Internal Revenue Service
Detroit, Michigan.

My dear Dr. Jennifer:

Several copies of the "Detroit Compass" have come to me and I am very much pleased with them, and am writing to inquire whether you received copy of an article I wrote under my official title with reference to some problems of Negro labor. If this did not reach you I will refurnish copy.

Yours sincerely,

Director of Negro Economics.

H/MLC

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August 17, 1920.

Dr. Geo. E. Haynes,
Directof of Negro Economics,
U. S. Labor Department,
Washington, D. C.

Dear Doctor Haynes:

Your letter of August 5th A. D., has been received and I would have answered ere this but pressing, and I mean pressing, business engagements prevented.

I am glad to note your appreciation of our journalistic effort and assure you that your expressions of approval furnish a much desired stimulus to our ambitions for journalistic excellence.

I regret to say that your article on "Problems of Negro Labor" has not been received. The only article received from you was the one appearing in our first issue--"The hand of opportunity."

We will be only too glad to have your contributions as often as we can get them.

Hoping to hear from you again soon, I am

Yours with esteem,

President and Manager-"Great Lakes Publishing Company."

RECEIVED
DEPARTMENT OF LABOR
AUG 20 1920
Director of Negro Economics

September 4, 1920.

Dr. William Jennifer,
C/o The Detroit Compass,
164 Gratiot Avenue,
Detroit, Michigan.

Dear Dr. Jennifer:

We are very busy endeavoring to get out a bulletin of statistics and data relating to Negroes in industry and agriculture during the War and the months since. We shall give full report in brief form of the activities of the Supervisors of Negro Economics in connection with the war-program of the Department. Among others, we have completed a summary of your work in Michigan. I am very desirous of having you review and correct our story, and the copy is enclosed herewith with the urgent request that you furnish us with your criticisms and corrections if possible by return mail. If you can return the copy within a day or two it will be much appreciated. An addressed envelope is enclosed for the return copy.

Yours very truly,

Director of Negro Economics.

P.S.
You will understand of course that the copy is confidential and not for publication.

September 29, 1920.

Dr. William Jennifer,
C/o The Detroit Compass,
164 Gratiot Avenue,
Detroit, Michigan.

Dear Dr. Jennifer:

On September 4 I mailed you the Michigan section of the manuscript of the bulletin we are getting out on "The Negro at Work During the War and During Reconstruction", with the request that you give us your criticisms and suggestions at an early date. So far we have not had a reply from you and I am wondering whether the manuscript reached you. If it did not reach you, or if you have returned it, please wire me as it has probably been lost in the mails.

With cordial greetings,

I am

Yours very truly,

Director of Negro Economics.

H/MLC

DEPARTMENT OF LABOR

TELEGRAM

WU 1 Q 8 COLLECT.

Detroit, Michigan. 5. 57pm. Oct. 4, 1920.

Dr. George E. Haynes,

Dept Labor, Washington.

Matter mailed today. Letter follows, explaining delay.

William Jennifer.

9a Oct 5.

Noted
GEH
10/14/20

RECEIVED
DEPARTMENT OF LABOR
OCT 5 1920
Director of Negro Economics

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Oct. 5th 1920.

Dr. Geo. E. Haynes,
Director of Negro Economics
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
OCT 7 1920
Director of Negro Economics

Dear Doctor Haynes:

I owe you an apology for having kept the manuscript so long. My tardiness was due, however, to a desire to get some data, anent my work here, that I have, unfortunately, left in Washington. I find it impracticable to do so and have decided to return the manuscript in its present form (save a few corrections) which I think is very good.

Yours friend,
Wm Jennifer.

October 7, 1920.

Dr. William Jennifer,
The Detroit Compass,
Detroit, Mich.

Dear Dr. Jennifer:

Thank you so much for your good letter of October 5 and returned manuscript. If you will give us description of the data about your work in Michigan you had in mind to include it may be possible for it to be supplied from the files here, which we would be most happy to do. This should reach us, however, not later than Monday, October 11.

Yours sincerely,

Director of Negro Economics.

H/MLC

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ARTHUR TURNER

Nov. 4, 1920.

Dr. Geo. E. Haynes, Ph. D.
Director of Negro Economics,
Washington, D.C.

Dear Doctor Haynes:

You will please pardon my delay in writing. I have been very busy with local affairs here. When I received your letter it was too late to attempt compliance with your request.

You will please note confidential enclosure.

Hoping for you continued success, I am, as ever,

Your friend,

Wm. Jennifer.

November 6, 1920.

Dr. William Jennifer,
330 Clinton Street,
Detroit, Mich.

Dear Mr. Jennifer:

Thank you for your letter received this morning, the contents of which I appreciate very, very much.

The corrected galley proof for the bulletin was turned in about a month ago and we are now anxiously waiting the pleasure of publications and the public printer. The Departmental annual reports are now in ahead of us but we hope to have back the page proof as soon as these are out of the way.

Yours very truly,

Director of Negro Economics.

H/MLS

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

~~WASHINGTON~~

IN ANSWERING REFER TO

No.

RECEIVED
DEPARTMENT OF LABOR
JAN 31 1921
Director of Negro Economics

Detroit, Jan. 28, '21.

Dr. Geo. E. Haynes.
Director of Negro Economics.
Washington, D.C.

R
Gast
2/3/20

Dear Doctor:

I am writing to ask about the prospects of reestablishing our Economic Service in the United States.

If the "Service" is reestablished I would like to have your favor in reappointment as supervisor of Michigan. This is a frank statement and I am hoping

U. S. DEPARTMENT OF LABOR

U. S. EMPLOYMENT SERVICE

~~WASHINGTON~~

IN ANSWERING REFER TO

No.

that you will find it convenient to give me a reply with equal frankness.

With hopes of hearing from you by return mail.

I am, as ever,

Yours, with esteem,

W. Jennifer.

Address: 1578 Clinton st.

February 5, 1921.

Dr. William Jennifer,
1578 Clinton Street,
Detroit, Mich.

Dear Dr. Jennifer:

I am pleased to write you frankly in answer to your letter of January 28, and as fully as facts up to this time permit.

You probably know, through the press or otherwise, that there are several apparently-announced candidates for the work here, in case it is continued. Further than this, it is rumored that the work will be permitted to die a natural death for sundry reasons which one may easily surmise. Consequently, I regret to have to say that no plans are being projected pending March fourth. I scarcely need to call to your attention the fact that every piece of work awaits the changes.

At this writing Congress has taken no favorable action on our appropriation, and I can say quite frankly that such action does not seem likely between now and March fourth.

Appreciating your interest, I remain

Yours very truly,

Director of Negro Economics.

H/MLC

TAP

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ARTHUR TURNER

Mar. 17, 1921.

Dr. Geo. E. Haynes,
Director of Negro Economics,
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
MAR 21 1921
Director of Negro Economics

Dear Doctor Haynes:

I have received the certificate, issued by Secretary Wilson, for meritorious service during the war and for same, I thank you heartily.

Remember me kindly to Mrs. Haynes and to my esteemed friend Phillips.

Yours, with esteem,

Wm Jennifer

K P
See Note
Seen
3/21/21

Matters of Record

Matters of Record

Department of Labor

Office of the Secretary

WASHINGTON

"MATTERS OF RECORD"

The functions of the Director of Negro Economics are advisory to the Secretary on matters manifestly or directly affecting Negro wage-earners. Following the recognition by the Secretary of Labor of the practicability of the Negro wage-earners having representation in the Department of Labor and subsequent appointment of Dr. George E. Haynes as Director of Negro Economics, the new Director visited various points in the South for the purpose of assuring to the Department cooperation of white and colored individuals and white and colored groups. The following are some of the points at which hearty cooperation was secured at first: Richmond, Va.; Raleigh, N. C.; Columbia, S. C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Councils of National Defense, of the Chambers of Commerce, of the U. S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of state conferences of representative white and Negro citizens was called by Governor Bickett on June 19. There were present at this conference, which was held in the office of the Governor, seventeen of the most substantial Negro citizens from all parts of the State, and five white citizens, including Governor Bickett, who presided throughout the conference and took an active part in its discussion. The general plans of the Department of Labor for increasing the morale and efficiency for winning the War were outlined by the Director of Negro Economics and were freely discussed. At the close of the meeting the Governor appointed a Temporary Committee which drafted a constitution providing for a state Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and adjustments for other states, has served as a model for the development of voluntary field organization in four other southern states and six northern states. Governor Bickett was so highly pleased with the results of the conference that he gave a statement to the public press in which he said that it was the most patriotic and helpful conference he had attended.

The Southern Sociological Congress held a state meeting of white and colored citizens from all parts of Mississippi at Gulfport, Miss., on July 12, 1918. The Director of Negro Economics was invited to address this state conference. About 200 white citizens, both business men and planters, and about 75 Negro citizens were in attendance. The Department took advantage of this state gathering to call together those who were especially interested in Negro labor adjustment. The address of the Director of Negro Economics on war labor problems relating to Negroes, given before the Southern Sociological Congress, not only gained a hearty response from whites and Negroes present, but several of the white citizens took an active part in the departmental meetings to work out our plan of state-wide Negro Workers' Advisory Committees with local committees, which plan was adopted.

The meeting of the Southern Sociological Congress was closely followed by a state conference of representative white and Negro citizens at Jacksonville, Fla. This conference was called by Governor Sidney J. Catts, who presided at a number of the sessions. The plan adopted by the conference called for the formation of a state Negro Workers' Advisory Committee, composed of representative Negroes and cooperating white citizens representing the state Council of National Defense and the U. S. Employment Service. A program of activities was worked out which had as its object the promotion of a better understanding in employment matters in Florida and the removal of discontent of workers, in order that greater production of food and supplies might ensue. So great was the enthusiasm of the citizens in Jacksonville that a monster mass meeting was held at which Governor Catts and other prominent officials spoke.

In the meantime, the Virginia organization, through the help of the Negro Organization Society of that state, had been begun, and the first supervisor of Negro Economics was appointed and undertook the direction of the advisory work in that state.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort. Consequently, on August 5, 1918, a conference was called by the Department, with the hearty cooperation of the Federal Director of the U. S. Employment Service and Governor Cox. This conference, which met at the State Capitol, Columbus, was very notable for the number in attendance, representing, as they did, white employers, Negro wage-earners and representatives of white wage-earners. There were in attendance about 125 persons. During the afternoon session Governor Cox gave an address. The conference adopted the usual plan of state organization, and Charles E. Hall, the second supervisor of Negro economics, who had been transferred from the Department of Commerce, was detailed to the state to develop the organization and to supervise the work under the authority of the U. S. Employment Service.

The conference in Kentucky was held on August 6. There were both white and colored representatives in attendance. This conference was unique in that the plan of organization adopted was that of a united war work committee with a special committee of white citizens appointed by the State Council of Defense, as cooperating members. This war work committee included repre-

sentatives from the Department of Agriculture, the U. S. Food Administration, the Red Cross, the council of Defense and the Department of Labor. Governor A. O. Stanley of Kentucky attended the morning session and made an enthusiastic address to the delegates.

By this time, the influence of the state conferences had so proven their value, their effectiveness and their usefulness as a means of starting the state movement and creating good will and favorable sentiment that other conferences have followed almost as a matter of course. Additional conferences have been held later in Georgia, Missouri, Illinois, Michigan, Pennsylvania and New Jersey, and steps have been taken either for conferences or organization of the work in New York and South Carolina.

By the close of the year just passed, and after six months of work, Negro Workers' Advisory Committees, state, county and city, had been wholly or partly formed in ten states and steps had been taken to establish committees in three other states. Nearly all of these committees have white and Negro members of have cooperating white members representing organizations of the white employers and white workers. One of the most significant facts about the invitations and acceptances of service on these committees by white and Negro persons, numbering more than a thousand, is that there has been, so far as we have any record, only one case of a member of one committee whose relationship on the committee has caused friction or made necessary a request for his resignation. There has been the heartiest response for this work from citizens of both races everywhere. Many of them have used their time, their services and their money to further the departmental program.

It is the expressed opinion of competent judges that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both North and South, are in themselves results sufficient to justify this effort of the Department. But even more significant is the fact that these men and women serving on committees are helpfully in touch with scores of thousands of employers and white and Negro workers.

The principles on which the work for Negro wage-earners is based are:

1. Representation: In view of the fact that Negroes constitute about one tenth of the total population of this country and about one sixth of the working population of the country, it is reasonable that they should have representation around the council table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.

2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recognized and dealt with in a statesmanlike way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.

4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as Honorary Chairman of the State Committee. Those present and taking part in the North Carolina Conference were: Dr. A. M. Moore, Rev. P. R. Berry, Bishop H. B. Delaney, Berry O'Kelly, Mrs. Annie W. Holland, Dr. S. G. Atkins, Col. J. H. Young, Prof. J. D. Wray, Prof. L. E. Hall, Mrs. F. C. Williams, Dr. J. B. Dudley, Bishop G. W. Clinton, Prof. C. L. M. Smith, C. C. Spaulding, J. E. Taylor, Capt. L. E. Hamlin, Dr. George J. Ramsey, Ralph Izard, N. C. Newbold, Governor T. W. Bickett.

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to conduct this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference

and have been thoroughly emphasized at every gathering involving Negro Economics as dealth with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U. S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reserve among Negro boys.

A close plan of cooperation has been worked out with the Women's Bureau. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Women's Bureau.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U. S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Dr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U. S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans, endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Fla., Ga., Ala., and Kentucky actively promoted our cooperative plan of organization. In Virginia and Florida, the Executive Secretaries arranged for the appointment of white cooperating committees from the county Councils of those states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our

State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress July 10, and 11, 1918:

July 9, 1918.

"Dr. J. E. McCulloch,
General Secretary, Southern Sociological Congress,
Meridian, Miss.

My dear Dr. McCulloch:

The special War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent production in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energise those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as tather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another in order that the economics fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the Nation.

Above all, every safeguard must be taken to protect the standard of living and the morale of the wage-earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, list we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womenhood and the motherhood of the present and the future.

It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

The American Workingman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W. B. Wilson,

Secretary."

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly, the following are some of the present day results of the Negro Economics work:

Surveys:

A. Negro Labor Supply: Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers' Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairmen of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U. S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that state.

B. Negro Labor Conditions: The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers' Advisory Committees in Illinois and Ohio.

II. Seeking Opportunities and Assistance in Placement of Negro Workers:

Special assistance has been given to the Federal Directors, U. S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are supervisors of Negro

economics. In Illinois, the supervisor of Negro economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with the help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U. S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The supervisor of Negro economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U. S. Employment Service in the seeking of opportunities in the recruiting and placement of other Negro wage-earners. For example, in the District of Columbia a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, Positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. Conferences on Negro Labor Problems:

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois, the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D. C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program (See Exhibit "A") took place. The keynote of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The conference appointed a Continuation Committee which met on February 28 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their service national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among those in the South, about the efforts of the Department. From the Federal Director of the U. S. Employment Service for Mississippi comes the following statement:

"It might be added that the work of Negro Economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys' Working Reserve and Negro Economics. About fifty of these conferences have been held.

The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactorily."

The following summary, corrected to December 31, 1918, may be added:

Field Organization:

1. State Supervisors: The State Supervisors of Negro Economics work under the approval of and in close cooperation with the Federal State Directors of the U. S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the supervisors may, first, assist the Employment Service in matters of placing Negro workers; and, second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their states. Working under the authority of the Employment Service they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees: State Committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely: - representative white employers, Negro wage-earners, and white wage-earners, wherever possible. On December 31, 1918, committees had been organized as follows:

State	State Committees	County Committees		City Committees
Virginia	1	55		5
Ohio	1	31	includes	14
Georgia	-	28		
Illinois	-	17		
Mississippi	1	8	"	9
Michigan	1	12	"	2
Florida	1	15	"	6
North Carolina	1	9	"	6
New Jersey	-	-	"	1
Pennsylvania	-	-	"	5

Question 1: Does the Division of Negro Economics, Department of Labor, function as a separate and distinct branch of the Department?

Answer: It does not. This work is a branch of the Office of the Secretary of Labor and is under his personal supervision. It is advisory, on Negro affairs, to the Secretary and to the directors and officials of the several bureaus and services, in matters which directly or manifestly affect Negro wage-earners. The officials who deal with matters affecting Negro wage-earners are not removed from the authority and executive direction of chiefs of the divisions or bureaus under which they are employed. According to the expressed instructions of the Secretary no dual direction of such staff employees is undertaken when dealing with Negro wage-earners. The Division of Negro Economics furnishes advice on work dealing with Negro wage-earners, wherever undertaken, and is kept informed of the progress of such work so that the Department may have the benefit of continued judgment and advice from within the Negro group on such matters.

Question 2: Has the Division of Negro Economics, Department of Labor, any executive powers, and, if so, what are they?

Answer: With reference to the employees on the staff of any of the several divisions or bureaus, the Division of Negro Economics has no executive powers whatever. In order to carry out the advisory function of Negro Economics special assistants have been furnished for the Negro Economics Service through whom it may gather such information about the condition of Negro wage-earners, their relations to white employers and white workers and their relations to the activities of the Department, so that through them the several divisions, bureaus and services of the Department may be informed and advised. This work has not been carried on as a separate Negro bureau. The executive direction of the Division of Negro Economics rests with the Secretary of Labor and with those to whom he delegates it. In the case of such of the assistants in the Negro economics work as are located in particular states, any executive direction of them is carried out under the supervision and approval of the Federal Director of the U. S. Employment Service of the respective states. All the activities and plans of such local assistants are proposed and carried out only with the approval and supervision of the Federal State Directors of the U. S. Employment Service.

It should be added that these field assistants in Negro Economics are few in number, there having been appointed only one in each of ten states, with such limited clerical assistance as their work required as it has developed. The Federal Directors of the U. S. Employment Service have, from time to time, commended the usefulness, tact and judgment of these men in advising them on Negro affairs and assisting them in the work of handling Negro labor.

Question 3: In matters of policy, what is the actual procedure?

Answer: If this question is correctly interpreted it means to inquire what has been the actual practice in using the services of the Division of Negro Economics. This can probably best be answered

through citing, briefly, examples where such service has been rendered. First, the U. S. Employment Service, from time to time, needed Negroes as examiners and recruiters in the handling of Negro labor. Negroes in different localities applied for such work. The Negro Economics division was asked for advice on the qualifications, character and trustworthiness of such applicants. Investigations were made and opinion given the Employment Service on these persons to assist that Service in making selections.

Again, last year, with the taking over of the recruiting and placement of unskilled workers in war industries employing one hundred or more workmen, a number of private employment agencies, both commercial and philanthropic, appealed to the Employment Service to take over their enterprises. Just what policy should be pursued in dealing with these Negro agencies called for a knowledge of Negro affairs from those knowing the inside of Negro life. The Negro Economics Division advised the Employment Service on a line of policy to be pursued towards these agencies, which advice and policy were accepted and adopted. Surveys of available Negro labor and of other conditions connected with the recruiting and placement of Negroes were made for the information and guidance of the Employment Service.

Again, several instances in both northern and southern industrial centers have arisen where considerable race friction developed between white and Negro workers, and the Department was called upon to investigate and to use its good offices for conciliation. In these instances the Division of Negro Economics advised on lines of procedure to get in touch with the best element of colored people in order to know how to deal with the masses in bringing about adjustments in the situation.

Further, the Bureau of Industrial Housing and Transportation, U. S. Housing Corporation, used the Division of Negro Economics for advice on matters of developing room registration for Negro war workers in different localities on getting in touch with the colored people for this purpose and on the community side of its own housing projects for Negro war workers. The Women-in-Industry Service has used the Negro Economics Division for advice on a number of questions arising in various parts of the country on the employment of Negro women.

These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as adviser on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the white citizens of the community, and in each instance white citizens from among the employers of Negro labor, and wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance.

They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such cooperative committees in an effort of its officials to deal with these difficult matters.

Question 5: To what extend, if any, is Negro labor being urged to unionize?

Answer: Negro labor is not being urged to unionize by anyone exercising any authority of this Department. Where charges of such activity have been alleged the Department has taken special pains to make investigations of the action of any of its officials dealing with Negroes and to forestall any such official action or propaganda. It can be said, with confidence, that the employees connected with the Division of Negro Economics have not urged or encouraged Negroes to unionize, and any evidence that any official is engaged in such activity will receive prompt attention.

Question 6: What policy has the Department, if any, concerning Negroes unionizing?

Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of nonunion as well as union wage-earners, white and colored. It is obvious, therefore, that the Department should not and could not have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

Answer: It can be emphatically said that this movement is not being used in any way by agitators and unscrupulous propagandists. Every man and women, white or colored, who has been asked to serve on any of the advisory committees or to act in any other capacity, officially or unofficially, are persons well known by the local white and colored people to be the most reliable, level-headed, constructive-minded people in their community - people who have lived long in their community and who have the confidence of both races. It is a fact that many careful observers testify that there is unrest and dissatisfaction among Negroes. So far as the Department has any information it is in no way the result of any agitation or activity of those who have taken part in the work of the Department. On the contrary and as a matter of fact, these advisory committees have been the most influential means, both during the War and since the armistice, of removing unrest and dissatisfaction among the Negroes. Public officials and white and colored citizens have written to the Secretary and other

officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this movement has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, those citizens will find that this Department has practically the only movement by means of which bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

Question 8: It has also been charged that industrial leaders and employers have been requested by the Department of Labor to confer with Negro officials of the Department of Labor, Division of Negro Economics. What explanation is there of this feature of complaint?

Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1915, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference to getting effective mobilization of Negro labor for winning the war. These requests were referred to the advisory council of the Department, composed of representatives of employers, of wage-earners, of women, of an economic specialist, and of the general public, of which advisory council the Hon. John Lind of Minnesota was the Chairman. This council recommended the appointment of a special Negro adviser.

Consequently, Dr. Haynes, a Negro, from Nashville, Tenn., was appointed as Director of Negro Economics, upon the recommendation of many persons of both races, North and South, who had known him and his work for a number of years. Among the many endorsements there was a strong one from the Commercial Club of Nashville as follows:

"COMMERCIAL CLUB OF NASHVILLE

March 15th, 1918.

Hon. William Bauchop Wilson,
Secretary of Labor,
Washington, D. C.

Dear Mr. Wilson:

I wired you today as follows:

'The Commercial Club of Nashville representing fifteen hundred of her foremost business and professional men heartily endorse the application of Doctor George Edmund Haynes of Nashville for appointment as adviser to you representing your Department in the study of Negro employment and migration. We believe him to be both by training and education eminently qualified for the position. Our first hand knowledge of his work here justifies our recommendation.'

Confirming the same will say I am sure that you have been made acquainted with the educational qualifications of Dr. George Edmund Haynes for the position he aspires to.

The Commercial Club is in a position to probably know better than any other organization of individuals as to his qualifications for the position he is seeking.

The handling of the Negro is an ever present proposition in the South both industrially and in a civic way. These problems are constantly coming up in the work of the southern commercial organizations, and as an Executive of the Commercial Club I have had opportunities to know of Dr. Haynes' qualifications. He is a student with a broad vision and gifted with executive ability far above the average, and has in addition to these a large fund of good everyday horse sense. I do not believe a better qualified man for the position can be found than Dr. Haynes.

Respectfully,

COMMERCIAL CLUB OF NASHVILLE,

(Signed) W. R. Manier,

Secretary."

When white employers or industrial leaders have been asked to confer with officials of the Department on these matters and it seemed desirable that Dr. Haynes be directly informed of the ideas and opinions of such citizens, the inclinations or feelings of such citizens have been sought before they were asked to see him. If in any case such citizen

showed an inclination not to grant such an interview there has been no plan or disposition to press such a request. In every case where such a request has been made it has seemed desirable that the Negro adviser should have the knowledge coming from white citizens at the time he might give to the Department the necessary information and advice about the conditions and feeling of the Negro workers, if the best results for greater productive effort from these workers is to be obtained.

Department of Labor
Office of the Secretary
WASHINGTON

Negro Economics - Advisory Service:

1. Study of Negro women in industrial operations to see what is present status.

2. Committee on Unskilled Labor - Association of Corporation Schools - Study Courses.

3. Conference course for colored industrial welfare workers at Hampton and Tuskegee.

Conference of white representatives at call of Mr. Ferguson.

4. Gathering of information by correspondence.

5. Distribution of studies on Negro Labor.

6. Advising bureaus - Women's, Children's, etc., on things involving Negro.

7. Answering correspondence.

8. Analyzing data furnished from Census.

M. of Record

MODEL CONSTITUTION FOR
LOCAL NEGRO WORKERS ADVISORY COMMITTEE

Article I. NAME: The name of this committee shall be The Negro Workers Advisory Committee.

Article II. PURPOSE: The purpose of this committee shall be to study, plan and advise in a cooperative spirit and manner with employers of Negro labor, with white workers, with Negro workers and with the United States Department of Labor in securing greater production in industry through increasing regularity, application and efficiency and through improving the general ~~xxxxxxx~~ condition of workers.

Article III. MEMBERSHIP: The membership of this committee shall be composed of not more than thirty persons, men and women of the northwest. At least five members shall be women.

Article IV. APPOINTMENTS: The members of this committee shall be appointed by the Secretary of Labor, who shall also designate the chairman and the Secretary.

Upon the first appointment the members shall be divided into three groups to serve six, nine and twelve months respectively. Thereafter, one-third of the membership of the committee shall be appointed every six months to serve for a term of eighteen months, subject to reappointment. The chairman and the secretary shall serve for a period of six months each, subject to reappointment. A Treasurer shall be elected by the Committee. He shall be under bond for the faithful performance of such duties as the committee may designate.

Article V. MEETINGS: The advisory Committee shall meet at least once every month and at such other times as the committee may decide. Seven members shall constitute a quorum. The chairman shall be required to call a meeting upon the written request of five members.

Article VI. BY-LAWS: The Committee shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Central Advisory Committee.

Article VII. POWERS OF THE COMMITTEE: The Committee shall transact all business, make plans, ~~xxxx~~ enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transaction, plans, agreements, or acts shall be subject to revision by the Central Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article VIII. FINANCES: This organization shall not have power or authority to incur expenses or contracts, which shall in any way obligate the United States Department of Labor. No debt shall be incurred by this committee unless previously provided for. The Treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such banks or trust companies as the committee shall decide.

Article IX.- AMENDMENTS: Amendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendments shall be approved by the Central Committee and the United States Department of Labor.

Section 3. The meeting place of the Advisory Committee and the Executive Board shall be at the office of the Supervisor of the State, unless otherwise ordered by the Executive Board and approved by the Department of Labor.

Article Vll. BY-LAWS: The Executive Board shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Advisory Committee and the Department of Labor.

Article Vlll. POWERS OF THE EXECUTIVE BOARD: The Executive Board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article lX. COUNTY AND LOCAL COMMITTEES: The Department of Labor shall appoint for each county and locality of the State, having a sufficient Negro population, a county or local Negro Workers Advisory Committee of not more than nine persons. At least two of the members shall be women. The local superintendent of the U.S. Employment Service or the chairman of the Community Labor Board shall be ex-officio member of the county or local committee.

Article X. FINANCES: Neither this organization, its Executive Board, or the County or local Advisory Committee shall have power or authority to incur expenses or make any financial agreements or contracts, which shall in any way obligate the state of Michigan or the United States Department of Labor. No debts shall be incurred by this committee or its Executive Board or by any county or local committee unless previously provided for. The treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such bank or trust companies as the Executive Board shall decide.

Article Xl. AMMENDMENTS: Ammendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this Committee, provided such ammendment shall have been previously approved by the United States Department of Labor.

Department of Labor

DIVISION OF NEGRO ECONOMICS

PLANS OF THE DEPARTMENT RELATING TO NEGRO WAGE-EARNERS:

I. Surveys on Negro Labor Supply and Demand:

As in the past, the Department plans to continue its work to keep informed about the migration and movements of Negro labor and the available supply, shortage or demand in various localities. This is very necessary if both wage-earners and employers are to be served.

II. Investigations of Negro Affairs:

In order to keep informed of what is going on inside the Negro group and the state of mind of the Negro people, it is very necessary for the Department to have its investigators and representatives at the various conferences and meetings of various kinds that Negroes hold; also it is necessary to keep in close touch with Negro neighborhoods and localities.

III. Publication and Publicity of the Facts:

A part of the work will necessarily need to give publication and publicity to such facts and information as will be helpful to employers and in creating goodwill and a spirit of cooperation among white employers, white workers and Negro workers.

The Department has had in mind probably continuing the helpful local conferences of white and colored people to discuss local problems and conditions of labor and to reach agreements and understandings, in order that suspicions and fears may be removed. These steps, however, are never undertaken without the lead and consent of representative white citizens.

IV. Cooperation with White Employers and White Workers:

The Department plans to continue its efforts to secure the cooperation of white employers and white employees who are interested in improving the productive efficiency of Negro workers and improving their relations to white workers and white employers. To this end it will welcome the aid of employers, individually, and of associations of employers, chambers of commerce, councils of national defense, organizations of white workers, agencies and boards that may be interested as well as local officials and local government agencies.

The Department recognizes in this Negro work the local character of the problems between employers and local employees, and that the cooperation of white employers, and, wherever possible, of white wage-earners with Negro wage-earners is indispensable to any amicable adjustment of the delicate and difficult questions that are now confronting agriculture and industry where Negroes are involved.

Conferences and cooperation with employers will be welcomed by the Department looking to the improvement of the productive efficiency of Negro workers along the following lines:

a. Training of Negro workers, both shop training and common school training.
b. Housing of Negro workers.
c. Methods of encouraging thrift and improvement of health of workers.
d. Provisions for wholesome recreation. The facts show that this is one of the best means of improving regularity and promptness in employment.
e. Use of Negro workers in as many lines as possible to meet the growing demand for more efficient labor.

V. Advisory Service:

The advisory service to the several bureaus and divisions of the Department in such way as will help in the more effective recruiting and distribution and improvement of Negro workers will be continued.

VI. Necessary to Agriculture and Industry:

It is important to the agriculture and industry of the Country that Negro workers as all other workers should function to 100 per cent of their ability and every facility should be furnished them for this purpose.

VII. Efficiency Campaigns through Volunteer Help:

The present plans of the Department in this connection are to stimulate the cooperative Negro workers advisory committees in the localities where they have been already started to more practical value for increasing the productive power and efficiency of Negro workers and improving their relations to white employers and white workers. The help of white employers is especially needed for this work. The plans contemplate:

1. Series of shop talks to Negroes wherever employers are willing to have competent speakers to come to discuss such questions as promptness, regularity, full-time work, health, thrift and similar questions. Much along this line has already been done with the hearty approval of employers interested.

2. If funds can be procured for it, the Department plans a series of pictures, cartoons and placards on similar topics to those treated in the shop talks.

3. A campaign of education by means of public speeches and printed matter to be presented to Negro audiences wherever they can be reached, urging them to higher standards of sanitation and housing in their neighborhoods. Already the attention of various agencies is being called to the necessity for "clean-up campaigns", "Gardening movements" and the like.

4. A systematic educational campaign through the reliable Negro newspapers on better relations of white employers, white workers and Negro workers; on better improving the efficiency and morale of Negro labor and on stimulating Negroes to improve their conditions.

NEGRO ECONOMICS IN FLORIDA

This work was started after a conference of white and colored citizens called by the Governor. The work proceeded in orderly fashion, being commended on all sides by both white and colored citizens, and was very effective in increasing the morale, efficiency and contentment of Negro workers in many parts of the State during the War and throughout the period of restlessness just after the Armistice was signed.

Representatives of a lumber association in Florida became disturbed, it seems over material which appeared in colored newspapers and magazines of the so-called inflammatory type, the articles in which are sent into Florida and other southern states from the North, and confused the Negro Economics work with the so-called inflammatory propaganda, alleging some connection of the departmental representative with this literature.

Upon recommendation of the Governor of Florida, the Secretary of Labor temporarily suspended the Negro economics work in Florida. Thereafter, the Secretary sent two inspectors to Florida to look into the situation, both among white and colored people. These inspectors, without the knowledge of the Negro representative in Florida, went over the State wherever he had been, and interviewed employers and employees. In all this search no evidence could be obtained that showed that in any way the departmental representative had had anything to do with any unrest among Negroes, but, rather, that he had had a great deal to do towards removing discontentment among them.

The agents of the lumber interests admitted to the inspectors of the Department that there were no grounds for lodging a case against the departmental representative or the departmental work in Florida. The whole situation indicated that there were newspaper statements which created misunderstanding throughout the State, but the results of the inspectors' work disclosed no facts at the bottom of these newspaper statements which reflected upon the conduct of the work as a basis for the newspaper statements.

All of the Negroes connected with the work throughout the State, as well as the Negro supervisor, were well known by the substantial white and colored citizens. The supervisor, himself, had been a mechanic, a teacher and an owner of a business for a number of years in Florida.

The full records of the Department on this whole matter are open to inspection.

STATEMENTS FROM COOPERATING WHITE MEMBERS OF NORTH CAROLINA NEGRO WORKERS ADVISORY COMMITTEES

In reply to your letter of May 24th, I am of the opinion that the work being done by your Department is useful and successful. Recently I listened to a speech by your Assistant Supervisor, and I think he handles his subject well."

Very truly yours,
(Signed) J. E. Latham,
J. E. Latham Company, Greensboro, N. C.

I have received your interesting letter of May 24th and I cordially approve your efforts to improve the efficiency of Negro workers and to create a better understanding between white employers and colored workers through the cooperative medium of the local Negro Advisory Committees. It is advisable of course to avoid the multiplying of similar undertakingssand to concentrate or coordinate the purposes of the Department of Labor in bringing about the desired mutual understanding. I will be glad to cooperate in a reasonable way.

Yours truly,
(Signed) James Sprunt,
Henderson Sprunt & Son, Wilmington, N. C.

Our requests to your Department have always been most courteously attended to and matters of real interest and value to us have invariably been the result.

I feel that there is great need for your Department in the South, particularly in the industrial sections thereof.

Yours very truly,
(Signed) J. E. S. Thorpe,
Tallassee Power Company, Badin, N. C."

It is my opinion that the plan mapped out by the Department of Labor, as explained by you, is an excellent one and that with proper cooperation from both sides it can be developed for great good to both employer and employee. I shall be glad to do what I can to further the purposes of the organization at all times.

Yours truly,
(Signed) John G. Bragaw, Jr.,
Guano Manufacturer, Washington, D. C.

EXTRACT FROM THE RESOLUTIONS OF THE NATIONAL NEGRO BUSINESS LEAGUE,
Atlantic City, N. J.,
Aug. 21, 22, 23, 1918.

We commend the appointment by Secretary Wilson of the Labor Department of Dr. George E. Haynes as representative of the race in the Labor Department, who is rendering valuable service, and we call upon our people everywhere to cooperate with him in the work of his office to increase the efficiency and productiveness of Negro labor.

TELEGRAM

St. Louis, Mo.

Secretary Wm. B. Wilson,
Dept. Labor,
Washington, D. C.

We, the National Baptist Convention, represented by five thousand delegates and representing more than three million Negro Baptists in the United States, most heartily commend your appointment of George E. Haynes as Director of Negro Economics and pledge our loyal support to our Government in all the activities incident to the Great World War.

R. B. Hudson, Secretary
E. C. Morris, President.

EXTRACT FROM THE RESOLUTIONS ADOPTED AT THE INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 and 18, 1919, Washington, D. C., WITH 156 REPRESENTATIVES OF 45 WELFARE ORGANIZATIONS AND AGENCIES, NATIONAL IN SCOPE.

That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:
As President of the Negro Fellowship League, I write to express our appreciation of your action in retaining Dr. George E. Haynes as one of your assistants. The Negro race feels that you have recognized our claim to representation in all departments of our democracy. We certainly regret that Congress failed in its appropriations all the more that in spite of the fact you have retained a representative of our race on your staff. Again thanking you, we are

Very truly yours,

President - Negro Fellowship League.

U. S. Employment Service,

Meridian, Miss., January 29, 1919.

From: Federal Director
To: Director General
Subject: Negro Economics Division.

1. In reply to letter from Assistant Director General, dated January 23d, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this Service is providing an office on the same floor as the office of the Federal Director for the Supervisor of Negro Economics. The present Supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal Director in reference to his work.

3. The writer attended the meeting of the Negro State Advisory Board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys' Working Reserve. Cooperation has been obtained from the State Agricultural College, and they have agreed to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the Reserve. Arrangements were made for visiting and organizing Reserves in approximately twenty industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This service will then undertake to place these students in active farm work as soon as school is closed.

4. The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactory.

(Signed) H. H. Weir,

Federal Director.

Personal - Not for Publication.

FUNCTION AND WORK OF THE DIVISION OF NEGRO ECONOMICS

IN THE

OFFICE OF THE SECRETARY OF LABOR

Corrected to March 15,1919.

I. Reconstruction and Peace Problems:

1. The thousands of Negro workers in war industries who will now be shifted to peace-time industries, along with other workers, need special attention the same as during the period when they were being shifted into war industries.

2. Probably between 400,000 and 500,000 workers have migrated from the South to northern communities. The potential race friction and difficulties of adjustment, both with white wage-earners and industrial communities, where they must find community life with the white residents, are legitimate concerns of this Department.

3. There will be special problems connected with the adjustment of colored women in industry and probably in domestic and personal service calling for advice to the Women in Industry Division.

4. The problems of creating increased efficiency and thrift among Negro workers will be even greater than during the war.

5. In the South the common interest of the white employer who wants to employ the services which the Negro wage-earner has to offer will make the adjustment of the labor situation one of the most far-reaching factors in bringing about just and amicable race relations. These conditions are acute, growing out of the present unsettled conditions following migration and war restlessness of the two races.

6. The adjustment of the farm labor situation in the South is very largely a Negro labor question.

7. The problems of demobilization of the thousands of Negro soldiers will probably call for more tact and judgment than were needed during the period when they were being drafted out of production into the Army. In fact, it is not an exaggeration to say that the return of the Negro soldier to civil life is one of the most delicate and difficult questions confronting the Nation, north and south.

8. The question of living conditions of Negro wage-earners must receive more attention during the period of peace than it could receive during the war period.

9. The problem, therefore, of finding ways by means of which there may be counsel and cooperation between white employers, white fellow employees and Negro wage-earners will probably be more critical with the coming of peace than during the period of the war.

It is the conviction, therefore, of the Director of Negro Economics that some provision should be made for the continuation of this special service in the office of the Secretary. Full provision should be made for giving special attention to the Negro labor problems as they will vitally affect the interests of industry and agriculture throughout the Nation.

It may be well, therefore, to summarize field organization and the work undertaken during the war period, by the Director of Negro Economics, and to point out the utility of the plan for reconstruction and peace needs.

II. Principles on which the work for Negro wage-earners is based.

1. Representation: In view of the fact that Negroes constitute about one-tenth of the total population of this country and about one-sixth of the working population of the country, it is reasonable that they should have representation around the council table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.

2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recognized and dealt with in a statesman-like way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.

4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

III. Functions of the Director of Negro Economics:

1. To advise the Secretary and the directors of the several divisions on matters relating to Negro wage-earners.

2. To outline and direct plans for greater cooperation of Negro workers, with employers and white workers in agriculture and industries.

IV. Field Organization:

1. State Supervisors.

The state supervisors of Negro Economics work in close cooperation with the Federal State Directors of the U.S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the supervisors may, first, assist the Employment Service in matters of placing Negro workers, and, second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their States. Working under the authority of the Employment Service, they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees (Subject to correction of figures).

State committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers, and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely,- representative white employers, Negro wage-earners and white wage-earners, wherever possible. On March 15, 1919, committees had been organized as follows:

3. Table of Details: Approximate Number:

State	State Committees	County Committees	City Committees
Virginia	1	55	5
Ohio	1	31 (includes	14)
Georgia	-	28	-
Illinois	-	17 (includes	9)
Mississippi	1	8	2
Michigan	1	12 (includes	6)
Florida	1	15 (includes	6)
North Carolina	1	9	1
New Jersey	-	-	5
Pennsylvania	-	-	2

V. Samples of work done through the Negro Workers' Advisory Committee and Supervisors of Negro Economics during the war period:

1. Assistance has been given the U.S. Employment Service, North and South, in the recruiting and placement of Negro wage-earners.

2. Educational campaigns have been carried on to inform Negroes of the relation of their work to winning the war and of the necessity of 100 per cent production. This has been done through mass meetings, churches, lodges, societies, posters, literature, etc.

3. Housing, sanitation and general conditions: Efforts were made to induce employers to look after sanitation in industrial towns and camps. Employers and contractors were appealed to on the ground that proper conditions produce greater regularity, stability and contentment among Negro workers.

4. Efficiency Campaign: Shop talks on the Nation's need, the Negro's opportunities for large earnings, on race pride, promptness, regularity and full time work have been given. Employers and other citizens have gladly arranged hours for such work and have commended the efforts.

5. Compulsory labor legislation applied to women: This question has been dealt with in several localities in two ways:

   a. Through a campaign of education among Negro workers by which an effort was made to show them that the proper response to the call for war labor would prevent the passage of compulsory legislation, or the applying of the "Work-or-fight Principle" to women.

   b. Through meeting of state and city officials, the greater effectiveness of persuasion has been presented as against compulsory legislation.

6. Conferences of representatives of Negro wage-earners, employers and white wage-earners were held in nine states, and in a number of localities.

7. Carefully selected information about the Negro labor conditions were secured from responsible observers in various localities of different states from time to time. This served to guide the Department in meeting war labor needs.

VI. Utility of the plan for Reconstruction and Peace needs:

The utility of this plan, as carried out during the war, for peace needs may be clearly seen from a review of the nine (9) items named as reconstruction and peace problems. Furthermore, the questions of race relations will probably affect and modify labor problems, so far as they relate to Negroes, for an indefinite period. There will be need of a constructive plan of organization and program of work, such as have been carried out during war times, to create better feeling between white employers, white workers and Negro wage-earners and to increase their opportunities for profitable employment.

The combination of white and colored citizens as volunteers on local committees advising and cooperating together and with the officials of the Department of Labor may be regarded as a most desirable means of securing the largest result in applying the national policies and standards of the Department to local problems. These committees will help the Department in its attempts to apply these policies and standards through the several divisions of the Department which may be continued into peace times, so far as they deal with Negro wage-earners. In fact, already these Negro Workers' Advisory Committees and the State Supervisors of Negro Economics have very quickly readjusted their war plans and program for cooperation with the Councils of Defense, the Community Labor Boards, the Federal Directors of the U.S. Employment Service and all the other divisions of the Department in the readjustment problems now upon us.

(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

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(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

U. S. Employment Service,

9 Franklin Street, Newark, N. J.
April 2, 1919.

Prof. Geo. E. Haynes,
Director of Negro Economics,
Washington, D. C.

My dear Dr. Haynes:

It is my understanding that you desire an expression of opinion as to the work of the Bureau of Negro Economics.

I am glad to inform you that it is our understanding that Negro advisory committees have been organized in the principal industrial centers throughout the State. These committees hold regular meetings at which Mr. Ashby (Supervisor of Negro Economics for New Jersey) is often present and he addresses these groups on matters relative to the situation pertaining to Negro labor in the State and advises them as to how they can make the best of their opportunities. Committees of this character have been helpful into the offices in the matter of opportunities for colored men and women, and also in moulding sentiment in favor of colored workers.

The Camden, N. J., Committee is doing an especially fine piece of work in the interest of the returning colored soldiers. Mr. Ashby personally attends the meetings of the welfare organizations wherever it is possible in the State, giving specific attention to the benefits that may accrue to the colored workers.

Personally, I can only speak in the highest terms of the work which he has been enabled to accomplish for the benefit of the Negro worker of New Jersey. I feel quite satisfied that responsive to the energetic work which he has performed that various colored organizations throughout the State found it advisable for their best interests to send telegrams to the various Washington representatives asking for continuation of the U. S. Employment Service.

Very truly yours,

(Signed) J. Spitz,

Asst. Federal Director of Employment for N. J.

U. S. EMPLOYMENT SERVICE

74 East Gay St., Columbus, Ohio, April 9, 1919.

Mr. Ethelbert Stewart,
Director of Investigation & Inspection Service,
Office of the Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Stewart:

Mr. Charles E. Hall, who has been Supervisor of Negro Economics in Ohio, handed me a copy of your letter of March 27th with reference to his reports being made through the office of the Federal Director for Ohio.

Mr. Hall has been located in the office of the Federal Director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly yours,
(Signed) C. H. Mayhugh,
Acting Federal Director for Ohio.

1423 Newton Street, Wash., D. C., July 9, 1919.

Dr. George E. Haynes,
Director of Negro Economics, Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

I very much regret to learn that failure of appropriations has made it necessary to discontinue the work which has been carried on by Mr. Charles E. Hall, Supervisor of Negro Economics for Ohio.

Mr. Hall Assisted the Employment Service in every possible way in recruiting labor during the war and in the readjustment of labor after the signing of the armistice.

The big task before him at this time is to assist in crystallizing the best thought and carrying out the best possible plans for improving housing conditions and aiding the Negroes to become satisfactorily adjusted to the new industrial condition which confronts them. His work, I believe, has been a real factor in preventing the development of radical unrest among the Negroes in Ohio.

My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly yours,
(Signed) Fred C. Croxton.

Department of Labor

OFFICE OF THE SECRETARY

Investigation and Inspection Service

Division of Negro Economics: Expenses - Mar. 15 to June 15, 1919.

Salaries (19) people	$7,295.35	$7,295.35
Travel:		
Per diem	584.00	
Transportation	6.58	
Miscellaneous	153.30	
		743.88
**Supplies	3.35	3.35
Rent	145.45	145.45
Telegraph	29.69	29.69
Telephone	12.57	12.57
Outstanding Transportation requests	615.40	615.40
Estimated outstanding bills unpaid	800.00	800.00
Total		$9,645.00

**Does not include supplies furnished from stock.

1025 Twelfth Street,
August, Ga., July 6, 1919.

To whom it may concern:

This is to certify that the following resolution was unanimously adopted at the recent annual meeting of the National Association of Teachers in Colored Schools, held at Orangeburg, S. C., July 26 - Aug. 2, 1919.

(Signed) Silas X. Floyd,
Executive Secretary and Chairman,
Publicity Committee, N. A. T. C. S.

THE DEPARTMENT OF NEGRO ECONOMICS

We, the members of the National Association of Teachers in Colored Schools, in annual convention assembled, note with great satisfaction the announcement of Hon. William B. Wilson, Secretary of Labor, that he will continue the advisory service in the Department of Labor under the direction of Dr. George E. Haynes, Director of Negro Economics, and that he will make such provision for maintaining it as is possible under the curtailed appropriations made by Congress. We express our hearty commendation of the action of the Secretary of Labor and assure him of our continued cooperation and assistance in dealing with problems affecting the Negro wage-earners of the country, especially as to their relations with white employers and white workers.

142 E. 9th St., Middletown, Ohio,
July 14, 1919.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

We knew nothing of the results that could be derived from aggression in the Department of Labor until we came in touch with Mr. Charles E. Hall, who wrote to us from 74 E. Gay Street, Columbus, Ohio.

Through his persistence, much of the unrest in labor circles among Negroes in this County has been alleviated; they believe the Government is interested in their welfare and we have set to work with new zeal.

Many are buying homes, and Middletown claims the honor of having the third "Savings and Loan Association" (Colored) in this State. This "Savings and Loan Association" was recommended and the Constitution and By-Laws were written and given to us by Mr. Charles E. Hall.

We feel, that the absence of Mr. Hall will be a great loss to the best interests of the Negro in Ohio. Therefore, according to the request of the colored people of this city, and by the unanimous vote of the Directors of "The Progressive Savings and Loan Association" of Middletown, Ohio, this request is sent to you, asking you to use your influence that Mr. Hall may be continued Supervisor of Negro Economics in Ohio.

Believing you will do the best you can for the development of the State and Country, we await your action.

Respectfully,
(Signed) B. Whitney Clark,
Pastor, Second Baptist Church.

January 27, 1920.

IN THE MATTER OF The Model Village of North Badin, N.C., inhabited, principally, by the Negro employees of the Tallassee Power Company.	Brief Study and Report of the Director of Negro Economics following his visit November 23,1919.

I. Foreword.

Supplementary to my memorandum of November 1, 1919, to the Secretary I have the honor to submit the following brief report in the above entitled matter, in accordance with instructions of the Assistant Secretary.

It will be recalled that North Carolina was the first state into which the work of the Department, in Negro Economics, was carried. Following the North Carolina conference in June 1918 and the appointment, for that State, of a supervisor of Negro Economics, Dr. A.M. Moore, the members of the State Negro Workers Advisory Committee were appointed, and the formation of state-wide city and county auxiliary committees was begun. Thereafter the North Carolina economic conditions were surveyed, and reports were submitted to this office touching upon favorable and unfavorable circumstances which were found in North Carolina.

Among significant conditions which pointed strongly to the full understanding by some North Carolina employers of the joint needs of employers and employees were the conditions which the Tallassee Power Company had grasped with the idea of making as attractive as possible the circumstances and surroundings of its working classes. The North Carolina supervisor dispatched a special agent to visit the plant of this company, and so splendid were the conditions of labor, of life, and of morale among the employees of the Tallassee Power Company at North Badin, N.C., that the Department of Labor, thru its Information and Education Service issued a release in which these conditions were

specified (A copy of this release - March 19, 1919, is attached hereto and made a part hereof).

The local Negro Workers Advisory Committee of Badin, N.C. had been able to present to the Tallassee Power Company the aims and policies of the Department of Labor for Negro wage-earners and had been augmented by the membership of Mr. J.E. S. Thorpe, Superintendent of the Tallassee Power Company, who at once linked up with the Department of Labor the efforts which his company had begun in 1917.

Throughout the year the Badin Committee, the officials of the Tallassee Power Company, and the officials of the City of Badin worked hand in hand in a complete program which had as its objective the making of North Badin into a model city. Hence, it was the desire of all that at some future day the Director of Negro Economics might visit North Badin, inspect the plant of the Tallassee Power Company and make a brief study of the social and economic conditions of North Badin. November 23, 1919, was the earliest date on which it was practical to make such a visit.

II. Statement of facts.

The growth of Badin was rapid and November 23, 1919, found it a busy city of 2,000 inhabitants from 20 states and three foreign countries, of which 1700 were employees of the Tallassee Power Company. North Badin was comprised of the Negro inhabitants, of whom 900 are employees of the above named company. I noted that Badin was apparently built rather than developed, as are most cities; for poor quarters, slums and alleys, unpainted houses, poorly lighted streets, irregular business sections, lives and retreats had not apparently existed from the beginning. On the other hand, I found well laid off streets, paived and concrete sidewalks, painted cottages with electric lights, running water, with sewerage systems, gardens, high pressure fire plugs and hose houses in every section of the town. Within the town I noted simple-hearted, good natured Negro citizens, comprised of laymen, professional and business men. In the mind there seemed to remain no doubt as to the Negro's ability to develop if given kind encouragement and left unhindered.

The Tallassee Power Company is engaged in the business of making aluminum. At once I noticed its belief that if the proper incentive is held out to workers good results will follow. Its officials seemed whole-heartedly to realize that the human element is, after all,

the greatest consideration in dealing with capital and labor.

During the summer of 1917 the attitude of the Company had been plainly set forth when, in order to promote the welfare of its workers, it established a school in two well equipped buildings with two teachers. In 1918 an additional school building was erected on the school ground and six teachers were employed, including a teacher of domestic art. A night school was opened, also, for the workers. The 1918 enrollment included eight teachers, among whom was a teacher of school music and of industrial training.

A splendid sympathetic contact seemed to be the rule between the Company's managers and its colored laborers, the managers appearing to be honestly interested in the general welfare of the laborer.

One touching and outstanding feature was the presence of many crippled men employed by the Company, giving strong evidence of its readiness to assist the colored man who was willing to work.

Colored men of North Badin initiate their own business enterprises under the management of their own people. Within the rules of the Company there is a system of self government requiring each man to report to work at the proper time, and to leave at the proper time.

Included in this system of self government, I found a ward arrangement, which is described briefly on the attached circular. This ward arrangement permitted the prompt handling of civic questions and the complete assistance to city officials of each and every resident of North Badin.

Among the outstanding features of North Badin there is tabulated below a significant list which does, indeed, speak for itself:

A. Economic.-

1. STEADY EMPLOYMENT in a year-round plant.
2. SEVERAL KINDS OF EMPLOYMENT, permitting a worker to be transferred where he thinks he is better fitted and will be more satisfied.
3. WORK THAT REQUIRES no apprenticeship or previous experience, so that a worker earns full pay from the beginning.
4. GOOD WAGES, paid every week, with a bonus for a full

week's work and a graded increase with length of service.

5. A RELIEF DEPARTMENT for emergency cases, sickness or injury, and a death benefit of $100.

6. A FIRST AID SERVICE and a modern hospital for efficient and immediate free treatment.

7. BOARD AND LODGING for single men at reasonable rates in boarding houses, cafes and private homes.

8. HOMES SOLD on a 20-year payment plan, the payments amounting to the usual monthly house rent.

9. HOUSE RENT more than reasonable, and all homes furnished with electric lights, running water and sewer. All houses are painted, ceiled and well-built; each lot has a front yard, chicken yard and garden plot, with a back alley for the collection of trash and garbage which is removed free of charge.

10. STORES AND BUSINESS HOUSES anxious to serve all, at current prices, for cash or on the installment plan.

11. NEGRO BUSINESS MEN have a genuine welcome in this community where opportunities for successful enterprises are unexcelled.

B. Educational,-

1. A NINE MONTHS' SCHOOL of 12 grades, with a principal and six (6) teachers. The new school building (in course of erection) is an exact duplicate of the school for white children; it occupies a whole block for adequate play-grounds and playground equipment.

2. A DOMESTIC SCIENCE DEPARTMENT which teaches the girls to be sufficient home-makers.

3. A MANUAL TRAINING DEPARTMENT which teaches the boys to be useful with their hands in house carpentry, cabinet making and trades.

4. A NIGHT SCHOOL for men and women who wish to improve their education.

5. A CONSERVATORY OF MUSIC with four (4) specialists in musical education who teach all branches of music, vocal and instrumental.

6. THE COMMUNITY BUILDING erected at a cost of $ where public meetings, lectures, concerts and entertainments of all kinds are regularly provided.

C. Moral.-

1. FIVE GROWING CHURCHES; one building (A.M.E.Z.) erected at a cost of $; another (Baptist) in course of erection to cost $. Other buildings will be erected as fast as the congregations are solidified.

2. THE MINISTERIAL UNION, including all the Badin Pastors and preachers.

3. THE HEALTH DEPARTMENT headed by a colored physician and community nurse, which regulates the public health and teaches hygiene and sanitation.

4. A GROWING COMMUNITY OPINION and a police department which discourage vice and disorder and give protection to all law-abiding citizens.

5. A COMMUNITY free from the curse of strong drink and its resulting lawlessness, where there is no traffic in bootleg liquor.

6. THE WOMENS' CLUB, a member of the North Carolina Federation of Colored Womens' Clubs, which is promoting better morals and a higher appreciation of womanhood.

D. Social.-

1. A TRAINED, SALARIED, full time Negro Welfare Worker to look after the interests of Negro employes, to promote a better and more wholesome community life and to direct the energies of the workers along helpful lines when their work is over.

2. A WARD SYSTEM of local self-government, consisting of four (4) Ward Committees with a Chairman and six(6) Street Captains in each Committee, popularly elected. This form of organization leaves practically all the civic and social life of the community under the control of the workers themselves and emphasizes the responsibilities and duties, as well as the privileges, of citizenship.

3. COMMITTEE ON PUBLIC WELFARE. This is the highest body under the Ward System and is composed of the Ward Chairmen and the heads of all general organizations. The Director of Welfare Work is the president.

4. SOCIAL WELFARE organizations (not previously mentioned):
   a. Business League (Branch of Nat'l. Negro B.L.)
   b. Fire Department (Six companies)
   c. Athletic Association (Including all sports)
   d. Gladiators Athletic Club & Dancing Class

e. Balin Guards (Returned soldiers)
f. The Harmony Club (Includes band, orchestra, glee club, quartet, and other musical groups)
g. Balin Stock Company (Commercial)

5. AMUSEMENTS AND RECREATION:
   a. Pool room
   b. Athletic sports
   c. Dance hall
   d. Fishing
   e. Children's playground
   f. Moving pictures
   g. Church entertainments
   h. Private parties, banquets, etc.

6. LODGES AND SECRET ORDERS. The Masons, Elks, Odd-Fellows, Knights of Pythias, Supreme Circle and the Court of Calanthe have lodges and lodge-halls in Balin.

7. READING ROOM and news stand. Little House is a sort of community center with a private dining room, reading room and news stand where the leading white and colored papers and magazines are sold and books may be read. Special recitals, entertainments and meetings are held in the reading room.

III. Conclusions.-

Appended hereto is a copy of the Balin Bulletin, to pages 21 and 22 of which attention is respectfully invited. In this connection I have respectfully to make the following conclusions:

1. Such a comprehensive program as the Tallassee Power Company has inaugurated for its working classes is exemplary of the farsighted vision of its employer.
2. In the carrying out of such a program the Tallassee Power Company insures its business stability by insuring, in turn, the complete contentment of its working classes.
3. Contented working classes mean nothing more nor less than a contented citizen who at once becomes more than an ordinary asset to his State and Federal Government, and to the economic forces of the Country.
4. The needs felt and administered to by the Tallassee Power Company might well be considered by other employers, since the "experiment" is no longer an experiment, but,

rather, it is a proven panacea for a large proportion of labor difficulties and misunderstandings existing between employers and employees.

Respectfully,

Director, Negro Economics.

P/MLC

DEPARTMENT OF LABOR
Office of the Secretary
Washington

"DIVISION OF NEGRO ECONOMICS"

MATTERS OF RECORD

The functions of the Director of Negro Economics are advisory to the Secretary on matters manifestly or directly affecting Negro wage-earners. Following the recognition by the Secretary of Labor of the practicality of the Negro wage-earners having representation in the Department of Labor and subsequent appointment of Dr. George E. Haynes as Director of Negro Economics, the new Director visited various points in the South for the purpose of assuring to the Department cooperation of white and colored individuals and white and colored groups. The following are some of the points at which hearty cooperation was secured at first:

Richmond, Va.; Raleigh, N.C.; Columbia, S.C.; Atlanta, Ga.; Birmingham, Ala.; Meridian, Miss.; Nashville, Tenn.; Louisville, Ky.

At these points officials of the schools, of the State Council of National Defense, of the Chambers of Commerce, of the U.S. Employment Service, and of white and Negro colleges promised the Department of Labor cooperation and assistance in its efforts to develop Negro wage-earners in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of state conferences of representative white and Negro citizens was called by Governor Bickett on June 19. There were present at this conference, which was held in the office of the Governor, seventeen of the most substantial Negro citizens from all parts of the State, and five white citizens, including Governor Bickett, who presided throughout the conference and took an active part in its discussion. The general plans of the Department of Labor for increasing the morale and efficiency for winning the War were outlined by the Director of Negro Economics and were freely discussed. At the close of the meeting the Governor appointed a temporary Committee which drafted a constitution providing for a state Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and adjustments for other states, has served as a model for the development of voluntary field organization in four other southern states and six northern states. Governor Bickett was so highly pleased with the results of the conference that he gave a statement to the public press, in which he said that it was the most patriotic and helpful conference he had attended.

The Southern Sociological Congress held a state meeting of white and colored citizens from all parts of Mississippi at Gulfport, Miss., on July 12, 1918. The Director of Negro Economics was invited to address this state conference. About 200 white citizens, both business men and planters, and about 75 Negro citizens were in attendance. The Department took advantage of this state gathering to call together those who were especially interested in Negro labor adjustment. The address of the Director of Negro Economics on war labor problems relating to Negroes, given before the Southern Sociological Congress, not only gained a hearty response from whites and Negroes present, but several of the white citizens took an active part in the departmental meetings to work

out our plan of state-wide Negro Workers' Advisory Committees with local committees, which plan was adopted.

The meeting of the Southern Sociological Congress was closely followed by a state conference of representative white and Negro citizens at Jacksonville, Florida. This conference was called by Governor Sidney J. Catts, who presided at a number of the sessions. The plan adopted by the conference called for the formation of a state Negro Workers' Advisory Committee, composed of representative Negroes and cooperating white citizens representing the state Council of National Defense and the U.S. Employment Service. A program of activities was worked out which had as its object the promotion of a better understanding in employment matters in Florida and the removal of discontent of workers, in order that greater production of food and supplies might ensue. So great was the enthusiasm of the citizens in Jacksonville that a monster mass meeting was held at which Governor Catts and other prominent officials spoke.

In the meantime, the Virginia organization, through the help of the Negro Organization Society of that state, had been begun, and the first supervisor of Negro Economics was appointed and undertook the direction of the advisory work in that State.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort. Consequently, on August 5, 1918, a conference was called by the Department with the hearty cooperation of the Federal Director of the U.S. Employment Service and Governor Cox. This conference, which met at the State Capitol, Columbus, was very notable for the number in attendance, representing, as they did, white employers, Negro wage-earners and representatives of white wage-earners. There were in attendance about 125 persons. During the afternoon session Governor Cox gave

an address. The conference adopted the usual plan of state organization, and Mr. Charles E. Hall, the second supervisor of Negro economics, who had been transferred from the Department of Commerce, was detailed to the state to develop the organization and to supervise the work under the authority of the U.S. Employment Service.

The conference in Kentucky was held on August 6. There were both white and colored representatives in attendance. This conference was unique in that the plan of organization adopted was that of a united war work committee with a special committee of white citizens appointed by the State Council of Defense, as cooperating members. This war work committee included representatives from the Department of Agriculture, the U.S. Food Administration, The Red Cross, the Council of Defense and the Department of Labor. Governor A.O. Stanley of Kentucky attended the morning session and made an enthusiastic address to the delegates.

By this time, the influence of the state conferences had so proven their value, their effectiveness and their usefulness as a means of starting the state movement and creating good will and favorable sentiment that other conferences have followed almost as a matter of course. Additional conferences have been held later in Georgia, Missouri, Illinois, Michigan, Pennsylvania and New Jersey, and steps have been taken either for conferences or organization of the work in New York and South Carolina.

By the close of the year just passed, and after six months of work, Negro Workers' Advisory Committees, state, county and city, had been wholly or partly formed in ten states and steps had been taken to establish committees in three other states. Nearly all of these committees have white and Negro members or have cooperating white members representing organizations of the

white employers and white workers. One of the most significant facts about the invitations and acceptances of service on these committees by white and Negro persons, numbering more than a thousand, is that there has been, so far as we have any record, only one case of a member of one committee whose relationship on the committee has caused friction or made necessary a request for his resignation. There has been the heartiest response for this work from citizens of both races everywhere. Many of them have used their time, their services and their money to further the Departmental program.

It is the expressed opinion of competent judges that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both North and South, are in themselves results sufficient to justify this effort of the Department. But even more significant is the fact that these men and women serving on committees are helpfully in touch with scores of thousands of employers and white and Negro workers.

The principles on which the work for Negro wage-earners is based are:

1. Representation: In view of the fact that Negroes constitute about one-tenth of the total population of this country and about one sixth of the working population of the country, it is reasonable that they should have representation around the counsel table when matters affecting them are considered. When given such representation and opportunity, Negroes will respond and shoulder their part of responsibility on the farm, in the factory, at the shipyard, and wherever else an opportunity is given them to serve.
2. The two races are thrown together in daily work. The majority of the employers and a large number of the fellow employees of Negro workers are white persons. This condition gives rise to misunderstandings, prejudices, antagonisms, fears and suspicions. These facts must be recog-

nized and dealt with in a statesmanlike way.

3. Local character of the problems: The problems are local problems between local employers and local employees. The local people need the vision of national policies and standards to apply to them.

4. Cooperation: Therefore, any plan or program should be based upon the cooperation of white employers and representatives of Negro wage-earners, and, wherever possible, of white wage-earners.

As previously acknowledged by the Secretary of Labor, the work of Negro Economics would obviously involve two general difficulties in any effort to carry out an effective program based, of course, upon the functions of the Department of Labor:

1. The difficulties of forestalling a strong feeling of suspicion on the part of the Negro people. (This is easy to arouse because of their past experience in racial and labor matters).

2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the intention behind the efforts of the Department.

The North Carolina Conference, then, was particularly encouraging, inasmuch as the Governor expressed himself as highly pleased with the results and accepted a place as honorary chairman of the State Committee. Those present and taking part in the North Carolina conference were:

Dr. A.M. Moore
Rev. P.R. Berry
Bishop H.B. Delaney
Berry O'Kelly
Mrs. Annie W. Holland
Dr. S.G. Atkins
Col. J.H. Young
Prof. J.D. Wray
Prof. L.E. Hall
Mrs. F.C. Williams
Dr. J.B. Dudley
Bishop G.W. Clinton
Prof. C.L.M. Smith

C.C. Spaulding
J.E. Taylor
Capt. L.E. Hamlin
Dr. George J. Ramsey
Ralph Izard
H.C. Newbold
Governor T.W. Bickett

At a later date, the Governor selected the members of the first Negro Workers' Advisory Committee and recommended to the Secretary of Labor their appointment. In Exhibit "A", hereto attached, will be seen the scope of duties and allegiance to the Department and to the State of these so-called Negro Workers' Advisory Committees. The early plans of the Department outlined three lines of activity for dealing with the problems of Negro laborers in their relation to white workers and white employers as follows:

1. The establishment of cooperative committees of white and colored citizens in the state and locality where the problems of Negro labor arise, due to large numbers of Negro workers.

2. Development of a publicity or educational campaign to create good feeling between the races, and have the white and Negro citizens to understand and cooperate with the Department's plan.

3. The appointment of Negro staff workers in the states and localities to develop establishment of these committees and to continue this work of better racial relations and to assist the several divisions and services of the Department in demobilizing and standardizing Negro labor for winning the War. These three ideals have been carried into each state conference and have been thoroughly emphasized at every gathering involving Negro Economics as dealt with by the Department of Labor.

As another exhibit (Exhibit "B") there is attached hereto a copy of an invitation which the Department has used for persons to accept membership on these cooperative committees.

The above-described procedure as to conferences and cooperation has been followed in Ohio, New Jersey, Florida, Kentucky, Georgia and other states.

In matters of record as to the cooperative service of the War divisions of this Department and other Departments, the Negro Economics work may be briefly summarized as follows:

The U.S. Employment Service necessarily received the largest amount of cooperative effort from this office. Particularly has this been so with reference to the questions relating to private agencies and the handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing common labor for war industries employing 100 or more workers. The Negro Workers' Advisory Committees in many localities assisted as volunteers during the days of war labor recruiting and placement. Eight of the state Supervisors of Negro Economics have their offices either with the Federal Directors of the Employment Service or in close connection with them. These Federal Directors, with one exception, have turned to these state supervisors for advice and help on practically all matters relating to Negroes in their states.

Questions of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions from time to time have been handled for this Service. Details illustrating the cooperation with this Service are too many for report here, but may be found in the files of this office. Ample testimony from federal directors is available. As a part of the cooperative work with this Service in Virginia and Alabama has been assistance in the inauguration of the work of the Boys' Working Reserve among Negro boys.

A close plan of cooperation has been worked out with the Woman in Industry Service. This office gave assistance in the finding and selection of a special agent, Helen B. Irvin, for work among Negro women. She is assisted in this work by Elizabeth Ross Haynes, as a dollar-a-year employee. The efforts to adjust the Negro labor situation as far as it relates to Negro women is being made effective by means of close cooperation between the office of the Director of Negro Economics and the Woman in Industry Service.

The Investigation and Inspection Service has taken upon its staff a competent Negro investigator, Byron K. Armstrong, recommended by this office. This Service has been called upon and has rendered valuable cooperative service in making investigations of Negro conditions of labor, at times employing several of its agents for such investigations.

This office has also received a number of complaints of discrimination against Negro workers on account of color and has occasionally used the good offices of the Labor Adjustment Service on such cases.

The Information and Education Service has been called upon constantly in carrying out the Departmental plan for publicity and educational campaigns to improve race relations of workers and to increase the morale and efficiency of Negro workers. A regular service has been given to both the white and Negro press by this cooperation, and it may be reasonably stated that in this way we have gained the support of the Negro newspapers of the country, more than 200 in number, and have made a fair beginning in getting our publicity into the white newspapers both North and South. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was prepared by this division. It was sent out by the Information and Education Service. Clippings from white newspapers show that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Numerous Negro newspapers, North and South, carried the release in full.

This office has assisted the Bureau of Industrial Housing and Transportation with advice on plans for war housing as it concerned Negroes in Washington, Newport News and Portsmouth, Virginia, and the Homes Registration Service of that Bureau in establishing a branch office in Washington.

A number of Negro workers employed on the railroads of the country naturally have applied to this office for advice and help. Departmental ethics and courtesy, of course, limited the amount of service that could be given to these cases to assisting them in getting in touch with the proper officials of the U.S. Railroad Administration and advising them where and when to present their cases. A similar cooperative relationship has been established with the War Department through the office of Mr. Emmett J. Scott, Special Assistant to the Secretary of War, for dealing with Negro affairs.

The U.S. Health Service has inaugurated a special effort to reach Negroes in combatting venereal diseases. The small amount of information available shows the effect of such diseases on the efficiency of industrial workers and that Negroes are very seriously affected. Therefore, this office has welcomed the cooperation of the Public Health Service in its educational campaign among Negro workers and has given that Service some help in getting in touch with workers through our field organization and through public meetings.

Especial mention should be made of the cooperation received from the Council of National Defense in starting and developing one program in the South. The Washington office dealing with the State Councils gave our plans endorsement, furnished letters of introduction and gave advice. The officials of State Councils in Virginia, Florida, Georgia, Alabama and Kentucky actively promote our cooperative plan of organization. In Virginia and Florida, the Executive Secretary arranged for the appointment of white cooperating

committees from the county Councils of those states to work as a part of our Negro Workers' Advisory Committees. The Georgia Council lent aid to our State Committee. The Alabama Council appointed a Negro auxiliary to assist our work. Mention has already been made of the joint activity with the Kentucky Council of Defense.

The effect of the conferences, interviews, public meetings and publicity upon the attitude of the mind of white workers and Negro workers and white employers is of sufficient importance to call for special mention. In many of the localities by the holding of the conferences and the establishment of the Negro Workers' Advisory Committees, the principle of Negroes having representation in council when matters affecting their interest were being considered and decided was acted upon for the first time. In these committees where white and Negro citizens have met there has been a frankness of discussion of problems and a flow of understanding and good will which could not be measured in language or set down in figures. Potential friction in a number of instances has been removed and in some cases actual clashes of the races have probably been prevented.

Of equal interest is the following copy of a letter from the Secretary of Labor, which was read before the Southern Sociological Congress, July 10 and 11, 1918:

July 9, 1918.

Dr. J.H. McCulloch
General Secretary, Southern Sociological Congress
Meridian, Miss.

My dear Dr. McCulloch:

The speical War Workers' Conference for the State of Mississippi, to be conducted by the Southern Sociological Congress July 10 and 11, impresses me as a very significant step in the effort of the Nation to mobilize its labor power for one hundred per cent produc-

tion in industry and agriculture. Such use of the labor power of the Country is imperative as a second line of defense behind the millions of our men now on the fighting front in France, in the army camps in this Country and in our Navy upon the high seas.

"The experts tell us that it takes from six to ten workers at home to keep one soldier on the firing line in Europe. Whatever, therefore, helps to mobilize, distribute and energize those who do the work of our war industries has become as important a factor in winning the War as the prowess of our armies in the field or our navy on the seas.

"The President of the United States has lodged the function of recruiting and placing labor for war industries in the United States Employment Service of the Department of Labor. Beginning with common labor on August 1, this service will gradually take charge of the mobilizing and placing of all labor for war industries employing one hundred or more workers. This will profoundly affect all other industries and all other workers. It will correct the abuses and the troubles growing out of the large labor turnover with the consequent disruption of regular work.

"In assuming such responsibility the Department of Labor is aware of the dangers. We need the cooperation and help of such men and women as gather in your conferences to guard against these dangers. Workers must not be taken from one essential industry only to be placed in other work not necessary to the prosecution of the War. Discretion and care must be used in the movement of laborers from one part of the country to another, in order that the economics fabric of the nation will be disturbed as little as possible. We need to keep ever before us the idea that the interests of the laborers and the interests of the business men are complementary. They are parts of that great organization of industry and agriculture so necessary to the successful waging of this war and so essential to the life of the nation.

"Above all, every safeguard must be taken to protect the standard of living and the morale of the wage earners. Especially must great care be taken to keep the age limit of those who enter industry at a high level, lest we rob our future citizenship of its right to growth and time for education. We must also take knowledge of the dangers attendant upon the large entrance of women into heavy and hazardous industries.

"The exigencies of war times should not be made the occasion for the breaking down of those standards of hours, wages and conditions of work which are designed to protect the childhood, the womanhood and the motherhood of the present and the future.

"It is especially important at this crucial period, when we need to conserve all the resources of the Nation for the conduct of the War, that these principles should be applied to all the people of our Country, including the Negro people, who constitute about one-sixth of the total laboring population. A similar policy will be equally important in the readjustment period which will follow the War. I am pleased to know that your Congress is giving the problem its earnest consideration.

"The American workingman is known to have the highest standard of living of any wage-worker in the world. This is because the American wage-worker is the most productive in the world. The two things play back and forth as cause and effect, one of the other. I am sure that your Congress stands with the Department of Labor in its vigilance to see that this relation of cause and effect between high power of production of the workers and high quality of working and living conditions for the workers should be maintained and advanced.

"Wishing for you, therefore, a successful conference, I beg to remain,

Yours very truly,

(Signed) W.B. Wilson

Secretary.

With the signing of the armistice on November 11, the problem of making provision for the placement of returning soldiers and sailors, together with many other problems of adjustment from war industries to peace-time occupations has necessarily needed attention. Among these problems has been the shortage of labor in the South. Within the past month the Negro Economics service has responded to a call from Mississippi for assistance in the matter of supplying Negro labor. The Departmental representatives in a number of northern states have endeavored to fulfill this call and in so doing have had at their disposal the full cooperation of all the agencies and organizations which have assisted the Department in its early plans for Negro workers.

Briefly the following are some of the present day results of the Negro Economics work:

S U R V E Y S:

A. Negro Labor Supply:

Surveys to ascertain the supply of Negro labor where it was available were made with the assistance of the Negro Workers Advisory Committees in cities and counties of Illinois, Ohio, Florida and New Jersey.

These surveys of conditions in each community were made by means of questionnaires sent out by the Supervisors of Negro Economics to the county chairmen of the Negro Workers' Advisory Committees and to the superintendents of local employment offices. In this way reports from each locality by persons thoroughly acquainted with conditions are received about the surplus or shortage of Negro labor and the distribution of that labor within the state, together with any other facts affecting race relations of white employers, white employees and Negro workers.

Examples: In Ohio, complete reports of this kind for the month of February were received from 31 counties of the State. In Illinois, reports of this kind were received from 14 counties of the State. In Florida, at the request of the Farm Service Division, U.S. Employment Service, a special survey was made in six counties of the State in connection with efforts to recruit Negro labor for harvesting truck crops in that State.

B. Negro Labor Conditions:

The Supervisors of Negro Economics in Illinois, New Jersey and Florida have made special investigations of conditions in particular plants to advise the firms on matters of labor turnover. For example, on request of the Federal Director for Mississippi for recruiting of

surplus Negro labor in Illinois and Ohio for sawmill and farm operations in that state, the Supervisors of Negro Economics in Illinois, Ohio and Mississippi have cooperated in assisting the Federal Directors of those three states in making investigations of the conditions surrounding the opportunities offered and advertising the opportunities through the Negro Workers Advisory Committees in Illinois and Ohio.

II. SEEKING OPPORTUNITIES AND ASSISTANCE IN PLACEMENT OF NEGRO WORKERS.

Special assistance has been given to the Federal Directors, U.S. Employment Service, in seeking opportunities for the placement of returning Negro soldiers in eight of the states where there are Supervisors of Negro Economics. In Illinois, the Supervisor of Negro Economics supervised the organization of a branch office in Chicago and the selection of a colored board of management for special work in the placement of returned Negro soldiers. The 370th Infantry (old Eighth Illinois) and 365th Infantry returned during February and with the help of volunteers 1,000 firms were solicited by telephone and personal visits, and 5,000 letters, signed by the Federal Director, U.S. Employment Service, were sent to Chicago employers in the interest of jobs for returning colored soldiers. In Chicago and other parts of the state questionnaires were sent to 500 firms already employing over fifty Negroes, and approximately fifty per cent reported their intention of retaining their Negro employees.

The Supervisor of Negro Economics in New Jersey has supervised and advised on the recruiting and placement of practically all Negroes passing through the offices in that State.

Besides assistance given in seeking opportunities and the placement of colored soldiers similar cooperation has been given to the U.S. Employment Service in the seeking of opportunities in the recruit-

ing and placement of other Negro wage-earners. For example, in the District of Columbia a system of about 75 volunteers has been built up. Through these volunteers more than 100 colored workers were recruited and sent to the local employment office after requests had been made for such assistance.

In addition, positions have been located through the Employment Service for specially-qualified men whose applications have been referred to this office. These special cases included men with college or university training, many of whom had been in the Army. In each case the man was referred to organizations or individuals and in almost every one of about fifty cases the men have been referred to definite opportunities for employment. It has not been feasible to follow up these cases to know definitely how many were placed.

III. CONFERENCES ON NEGRO LABOR PROBLEMS.

The Supervisor of Negro Economics for Mississippi, in cooperation with the Department of Education, carried out a program of a series of county group conferences of school teachers and attended conferences of Negro ministers. This was a continuation of the conferences begun in December. All told, they reported that fifty such conferences had been held, with an attendance of from about 150 to 300 teachers and ministers from all parts of the State of Mississippi.

In Illinois the Supervisor of Negro Economics held small group conferences to discuss details of work for promoting the welfare of Negro wage-earners in three centers of the State. In Virginia three such local conferences were held.

On February 17 and 18 an informal conference of persons especially interested in problems of Negro wage-earners connected with private organizations national in scope that are dealing with such questions, met at the call of the Secretary for two days at Washington, D.C.

Three sessions, morning, afternoon and evening, on the first day, and two sessions, morning and afternoon, on the second day, were held.

Full discussion on the several topics illustrated in the accompanying program took place. (See Exhibit "A") The key note of the conference was cooperation between the Department and private agencies and cooperation between white and colored workers and employers. The object of the conference was clearly pursued during the sessions. This object, as set forth in the call of the conference, was to seek cooperation and coordination of programs of work and plans of action of those interested in the welfare of Negro wage-earners and obtaining a clearer understanding and closer cooperation between them and the activities of this Department in its efforts for increasing the morale and efficiency of Negro workers, for improving their condition and their opportunities for profitable employment and their relations to white employers and white workers. The Secretary addressed the Conference, as did also the Assistant Secretary, the Solicitor and Acting Secretary, and other officials of the Department.

At the closing session of the Conference a set of resolutions and a program of practical work, reported by the sub-committees appointed, were unanimously adopted and recommended to the Secretary of Labor. The Conference appointed a Continuation Committee which met on February 28 and worked out detailed methods of carrying out such parts of the resolutions and program of work as might be approved by the Secretary. With some slight alterations the resolutions and programs of work were approved by the Secretary March 13, 1919.

In all, there were 150 delegates attending the Conference, representing 45 agencies, boards and organizations especially interested in the

welfare of Negro wage-earners. A number of written comments have been received since the Conference, highly commending its quality and the possible good that may flow from it.

Throughout the Negro Economics work there has been the continued policy of mutual cooperation. There has been the policy of absolute community aspect as to each and every labor problem that has arisen. It has been readily recognized that Washington could not settle problems between an employer in Mississippi and his Negro worker in Mississippi. Still, by being on friendly terms with both of them the Department of Labor has been able to bring to their service national standards and policies for the adjustment of their problems. The plan has been to go to each locality, be it state, county or city, and therein to have its representatives of Negro wage-earners, white employers and, wherever possible, white employees to adjust its labor difficulties.

Educational, civic, fraternal and social organizations, both North and South, have readily assisted the Department to solve the difficulty of forestalling a strong feeling of suspicion on the part of the colored people and a wrong impression among white people, especially among those in the South, about the efforts of the Department. From the Federal Director of the U.S. Employment Service for Mississippi comes the following statement:

> "It might be added that the work of Negro Economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys' Working Reserve and Negro Economics. About fifty of these conferences have been held.
>
> "The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactorily."

The following summary, corrected to December 31, 1918, may be added:

FIELD ORGANIZATION:

1. State Supervisors.

The State Supervisors of Negro Economics work under the approval of and in close cooperation with the Federal State Directors of the U.S. Employment Service, and under the authority of that Service. They receive advice on their work from the Director of Negro Economics. The work has been so organized in connection with the Employment Service that the Supervisors may, first, assist the Employment Service in matters of placing Negro workers; and second, in giving the Federal State Directors and the Department advice on the difficult problems arising in their states. Working under the authority of the Employment Service they also have needed official standing with local white and colored citizens.

2. State Conferences and Negro Workers' Advisory Committees (Subject to correction of figures).

State Committees, county committees and city committees have been organized and appointed after state and local conferences have been held. These conferences were made up of representatives of Negro workers, white employers and, wherever possible, white workmen.

The personnel of the committees is similar to that of the conferences, namely,- representative white employers, Negro wage-earners, and white wage-earners, wherever possible. On December 31, 1918, committees had been organized as follows:

3. Table of details: Approximate Number:

State	State Committees	County Committees	City Committees
Virginia	1	55	5
Ohio	1	31 (includes	14)
Georgia	-	28	
Illinois	-	17 (includes	
Mississippi	1	8	9)
Michigan	1	12 (includes	2
Florida	1	15 (includes	6)
North Carolina	1	9	6)
New Jersey	-	-	1
Pennsylvania	-	-	5
			2

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Question 2: Has the Division of Negro Economics, Department of Labor, any executive powers, and, if so, what are they?

Answer: With reference to the employees on the staff of any of the several divisions or bureaus, the Division of Negro Economics has no executive powers whatever. In order to carry out the advisory function of Negro Economics special assistants have been furnished for the Negro Economics Service through whom it may gather such information about the condition of Negro wage-earners, their relations to white employers and white workers and their relations to the activities of the Department, so that through them the several divisions, bureaus

and services of the Department may be informed and advised. This work has not been carried on as a separate Negro bureau. The executive direction of the Division of Negro Economics rests with the Secretary of Labor and with those to whom he delegates it. In the case of such of the assistants in the Negro economics work as are located in particular states, any executive direction of them is carried out under the supervision and approval of the Federal Director of the U. S. Employment Service of the respective states. All the activities and plans of such local assistants are proposed and carried out only with the approval and supervision of the Federal State Directors of the U. S. Employment Service.

It should be added that these field assistants in Negro Economics are few in number, there having been appointed only one in each of ten states, with such limited clerical assistance as their work required as it has developed. The Federal Directors of the U. S. Employment Service have, from time to time, commended the usefulness, tact and judgment of these men in advising them on Negro affairs and assisting them in the work of handling Negro labor.

Question 3: In matters of policy, what is the actual procedure?

Answer: If this question is correctly interpreted it means to inquire what has been the actual practice in using the services of the Division of Negro Economics. This can probably best be answered through citing, briefly, examples where such service has been rendered. First, the U. S. Employment Service, from time to time, needed Negroes as examiners and recruiters in the handling of Negro labor. Negroes in different localities applied for such work. The

Negro Economics division was asked for advice on the qualifications, character and trustworthiness of such applicants. Investigations were made and opinions given the Employment Service on these persons to assist that Service in making selections.

Again, last year, with the taking over of the recruiting and placement of unskilled workers in war industries employing one hundred or more workmen, a number of private employment agencies, both commercial and philanthropic, appealed to the Employment Service to take over their enterprises. Just what policy should be pursued in dealing with these Negro agencies called for a knowledge of Negro affairs from those knowing the inside of Negro life. The Negro Economics Division advised the Employment Service on a line of policy to be pursued towards these agencies, which advise and policy were accepted and adopted. Surveys of available Negro labor and of other conditions connected with the recruiting and placement of Negroes were made for the information and guidance of the Employment Service.

Again, several instances in both northern and southern industrial centers have arisen where considerable race friction developed between white and Negro workers, and the Department was called upon to investigate and to use its good offices for conciliation. In these instances the Division of Negro Economics advised on lines of procedure to get in touch with the best element of colored people in order to know how to deal with the masses in bringing about adjustments in the situation.

Further, the Bureau of Industrial Housing and Transportation, U. S. Housing Corporation, used the Division of Negro Economics for advice on matters of developing room registration for Negro war workers in dif-

ferent localities on getting in touch with the colored people for this purpose and on the community side of its own housing projects for Negro war workers. The Women-in-Industry Service has used the Negro Economics Division for advice on a number of questions arising in various parts of the country on the employment of Negro women.

These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as adviser on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the white citizens of the community, and in each instance white citizens from among the employers of Negro labor, and

wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white

people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance. They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such cooperative committees in an effort of its officials to deal with these difficult matters.

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Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of non-union as well as union wage-earners, white and colored.

It is obvious, therefore, that the Department should not and cannot have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

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ment has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, these citizens will find that this Department has practically the only movement by means of which Bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

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Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1915, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference

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officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this movement has been the means of checking the unpleasant conditions mentioned in the above question.

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After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference to getting effective mobilization of Negro labor for winning the war. These requests were referred to the advisory council of the Department, composed of representatives of employers, of wage-earners, of women, of an economic specialist, and of the general public, of which advisory council the Hon. John Lind of Minnesota was the Chairman. This council recommended the appointment of a special Negro adviser.

Consequently, Dr. Haynes, a Negro, from Nashville, Tenn., was appointed as Director of Negro Economics, upon the recommendation of many persons of both races, North and South, who had known him and his work for a number of years. Among the many endorsements there was a strong one from the Commercial Club of Nashville as follows:

"COMMERCIAL CLUB OF NASHVILLE

March 15th, 1918.

Hon. William Bauchop Wilson,
Secretary of Labor,
Washington, D. C.

Dear Mr. Wilson:

I wired you today as follows:

'The Commercial Club of Nashville representing fifteen hundred of her foremost business and professional men heartily endorse the application of Doctor George Edmund Haynes of Nashville for appointment as adviser to you representing your Department in the study of Negro employment and migration. We believe him to be both by training and education eminently qualified for the position. Our first hand knowledge of his work here justifies our recommendation.'

Confirming the same will say I am sure that you have been made acquainted with the educational qualifications of Dr. George Edmund Haynes for the position he aspires to.

The Commercial Club is in a position to probably know better than any other organization of individuals as to his qualifications for the position he is seeking.

The handling of the Negro is an ever present proposition in the South both industrially and in a civic way. These problems are constantly coming up in the work of the southern commercial organizations, and as an Executive of the Commercial Club I have had opportunities to know of Dr. Haynes' qualifications. He is a student with a broad vision and gifted with executive ability far above the average, and has in addition to these a large fund of good everyday horse sense. I do not believe a better qualified man for the position can be found than Dr. Haynes.

Respectfully,

COMMERCIAL CLUB OF NASHVILLE,

(Signed) W. R. Manier,

Secretary."

When white employers or industrial leaders have been asked to confer with officials of the Department on these matters and it seemed desirable that Dr. Haynes be directly informed of the ideas and opinions of such citizens, the inclinations or feelings of such citizens have been sought before they were asked to see him. If in any case such citizen

showed an inclination not to grant such an interview there has been no plan or disposition to press such a request. In every case where such a request has been made it has seemed desirable that the Negro adviser should have the knowledge coming from white citizens at the time he might give to the Department the necessary information and advice about the conditions and feeling of the Negro workers, if the best results for greater productive effort from these workers is to be obtained.

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These are only a few examples of the many ways the advisory service of the Division of Negro Economics is operated. From a year's experiment it is clear that the Department could not have dealt successfully with the many difficult and delicate questions arising out of the problems of Negro labor unless it had had in its service such a competent representative of the Negroes themselves. The judgment of the Secretary's Advisory Council which, under the Chairmanship of the Hon. John Lind, recommended that the Secretary appoint a Negro as advisor on such matters, has been amply justified by experience.

Question 4: To what extent, if any, is organization of any nature relied upon?

Answer: The only machinery that could in any way be called organization consists of what we have called Negro Workers' Advisory Committees. These are cooperative advisory committees formed in four southern states and five northern states following state and local conferences of representatives of white employers, white workers, wherever possible, and Negro workers, with whom departmental officials fully and freely discussed all the plans and methods involved. In each state these white and colored representatives took the lead in forming local committees by counties, cities and towns. The cooperative committees are made up of the best Negroes, most trusted by the White citizens of the community, and in each instance white citizens from among the employers of Negro labor, and

wherever possible, from among white workers have consented to serve either as members of the Negro Workers' Advisory Committees or on cooperating committees of white citizens. In some states these white members were nominated by the State Council of Defense. In some localities they have been nominated by the Chambers of Commerce or other organizations of white citizens.

It should be emphasized that this plan leaves the most responsible white and colored citizens of each state and locality absolutely free to work out their own local problems, and brings to their assistance in a cooperative spirit and manner, through the Department of Labor, the wider experience, methods and connections of other states and localities.

After consultation with many thoughtful white and colored citizens on the matter of a general organization to include the rank and file of Negro workers, the Department definitely decided not to attempt any general organization of the masses of Negroes, lest such efforts would be misunderstood. The plan has been to reach and influence the Negro workers for greater regularity, promptness, thrift, productive effort, and improvement of their homes and habits through the touch of these cooperative committees with the churches, welfare organizations and other agencies already at work among Negroes.

The main function of these advisory committees has been to keep the Department and its representatives informed and advised of the feelings, desires and conditions in their own locality and to assist the Department in adapting its work so as to make it acceptable and effective wherever friendly adjustment of questions involving Negro workers and their relations to white people arise. All of these people, both white and colored, have heartily responded as volunteers in such cooperation. If the white

people in the several states and localities would cooperate further in this effort of the Department they would find that this plan of cooperation is the best means and practically the only means now being systematically developed by which white employers, Negro workers, and white workers may come to an amicable understanding and adjustment of their problems. The great mass of the Negro workers are without constructive, intelligent guidance. They are now restless and unsettled. The wise plan is to give them friendly cooperation and thus help defend them from unscrupulous agitators who may try to use them for dangerous purposes. The Department has special need of the advice and counsel of such cooperative committees in an effort of its officials to deal with these difficult matters.

Question 5: To what extent, if any, is Negro labor being urged to unionize?

Answer: Negro labor is not being urged to unionize by anyone exercising any authority of this Department. Where charges of such activity have been alleged the Department has taken special pains to make investigations of the action of any of its officials dealing with Negroes and to forestall any such official action or propaganda. It can be said, with confidence, that the employees connected with the Division of Negro Economics have not urged or encouraged Negroes to unionize, and any evidence that any official is engaged in such activity will receive prompt attention.

Question 6: What policy has the Department, if any, concerning Negroes unionizing?

Answer: The Department has no policy concerning Negroes unionizing. The question of whether they should unionize or whether they should not unionize is not a matter of departmental business. The work of this Department is for the welfare of non-union as well as union wage-earners, white and colored.

It is obvious, therefore, that the Department should not and could not have any policy concerning Negroes unionizing.

Question 7: The fear has been expressed that this movement is being used by agitators and unscrupulous propagandists and that as a result attempt is being made to propagate a feeling of unrest and dissatisfaction among the Negroes and to arouse in them a desire to dominate. What explanation can you give to such critics?

Answer: It can be emphatically said that this movement is not being used in any way by agitators and unscrupulous propagandists. Every man and woman, white or colored, who has been asked to serve on any of the advisory committees or to act in any other capacity, officially or unofficially are persons well known by the local white and colored people to be the most reliable, level-headed, constructive-minded people in their community,- people who have lived long in their community and who have the confidence of both races. It is a fact that many careful observers testify that there is unrest and dissatisfaction among Negroes. So far as the Department has any information it is in no way the result of any agitation or activity of those who have taken part in the work of the Department. On the contrary and as a matter of fact, these advisory committees have been the most influential means, both during the War and since the armistice, of removing unrest and dissatisfaction among the Negroes. Public officials and white and colored citizens have written to the Secretary and other officials of the Department commending this movement. They say it is helping to make Negro labor more stable, more responsive to productive demands, and more contented. Officials of private organizations of both white and colored people have expressed their approval. All of this shows that this move-

ment has been the means of checking the unpleasant conditions mentioned in the above question.

It needs to be emphasized, therefore, that as the Department gets larger cooperation from the thoughtful white citizens of each community, those citizens will find that this Department has practically the only movement by means of which Bolshevist and similar propaganda, about which their fears have been expressed, can be successfully met. It is no exaggeration to say that so effective have been the results that both public officials and private citizens, white and colored, have responded with enthusiasm to it as a means of helping to adjust the many delicate and difficult questions where white and colored wage-earners and white employers are involved.

Question 8: It has also been charged that industrial leaders and employers have been requested by the Department of Labor to confer with Negro officials of the Department of Labor, Division of Negro Economics. What explanation is there of this feature of complaint?

Answer: This Department was first asked to give special attention to this matter involving Negro workers about 1916, with repeated requests that some steps be taken in view of the great migration of Negroes from the South to the North. In trying to perform a service to the South and to the Nation in this connection officials of the Department have asked many industrial leaders and employers and others for counsel and advice.

After the Department had an extensive investigation made of Negro migration, a number of citizens, white and colored, North and South, advised the Department to have continuous expert advice by a representative of the Negroes of the country, especially with reference

Department of Labor
Office of the Secretary
WASHINGTON

Negro Economics - Advisory Service:

1. Study of Negro women in industrial operations to see what is present status.

2. Committee on Unskilled Labor - Association of Corporation Schools - Study Courses.

3. Conference course for colored industrial welfare workers at Hampton and Tuskegee.

Conference of white representatives at call of Mr. Ferguson.

4. Gathering of information by correspondence.

5. Distribution of studies on Negro Labor.

6. Advising bureaus - Women's, Children's, etc., on things involving Negro.

7. Answering correspondence.

8. Analysing data furnished from Census.

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MODEL CONSTITUTION FOR
LOCAL NEGRO WORKERS ADVISORY COMMITTEE

Article I. NAME: The name of this committee shall be The Negro Workers Advisory Committee.

Article II. PURPOSE: The purpose of this committee shall be to study, plan and advise in a cooperative spirit and manner with employers of Negro labor, with white workers, with Negro workers and with the United States Department of Labor in securing greater production in industry through increasing regularity, application and efficiency and through improving the general ~~xxxxxx~~ condition of workers.

Article III. MEMBERSHIP: The membership of this committee shall be composed of not more than thirty persons, men and women of the northwest. At least five members shall be women.

Article IV. APPOINTMENTS: The members of this committee shall be appointed by the Secretary of Labor, who shall also designate the chairman and the Secretary.

Upon the first appointment the members shall be divided into three groups to serve six, nine and twelve months respectively. Thereafter, one-third of the membership of the committee shall be appointed every six months to serve for a term of eighteen months, subject to reappointment. The chairman and the secretary shall serve for a period of six months each, subject to reappointment. A Treasurer shall be elected by the Committee. He shall be under bond for the faithful performance of such duties as the committee may designate.

Article V. MEETINGS: The advisory Committee shall meet at least once every month and at such other times as the committee may decide. Seven members shall constitute a quorum. The chairman shall be required to call a meeting upon the written request of five members.

Article VI. BY-LAWS: The Committee shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Central Advisory Committee.

Article VII. POWERS OF THE COMMITTEE: The Committee shall transact all business, make plans, ~~xxxxx~~ enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transaction, plans, agreements, or acts shall be subject to revision by the Central Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article VIII. FINANCES: This organization shall not have power or authority to incur expenses or contracts, which shall in any way obligate the United States Department of Labor. No debt shall be incurred by this committee unless previously provided for. The Treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such banks or trust companies as the committee shall decide.

Article IX.- AMENDMENTS: Amendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendments shall be approved by the Central Committee and the United States Department of Labor.

Section 3. The meeting place of the Advisory Committee and the Executive Board shall be at the office of the Supervisor of the State, unless otherwise ordered by the Executive Board and approved by the Department of Labor.

Article Vll. BY-LAWS: The Executive Board shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the Advisory Committee and the Department of Labor.

Article Vlll. POWERS OF THE EXECUTIVE BOARD: The Executive Board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the Advisory Committee and the United States Department of Labor, through its duly authorized representatives.

Article lX. COUNTY AND LOCAL COMMITTEES: The Department of Labor shall appoint for each county and locality of the State, having a sufficient Negro population, a county or local Negro Workers Advisory Committee of not more than nine persons. At least two of the members shall be women. The local superintendent of the U.S. Employment Service or the chairman of the Community Labor Board shall be ex-officio member of the county or local committee.

Article X. FINANCES: Neither this organization, its Executive Board, or the County or local Advisory Committee shall have power or authority to incur expenses or make any financial agreements or contracts, which shall in any way obligate the state of Michigan or the United States Department of Labor. No debts shall be incurred by this committee or its Executive Board or by any county or local committee unless previously provided for. The treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such bank or trust companies as the Executive Board shall decide.

Article Xl. AMMENDMENTS: Ammendments may be made to this Constitution by two-thirds vote at a regular and duly called meeting of this Committee, provided such ammendment shall have been previously approved by the United States Department of Labor.

Department of Labor

DIVISION OF NEGRO ECONOMICS

PLANS OF THE DEPARTMENT RELATING TO NEGRO WAGE-EARNERS:

I. Surveys on Negro Labor Supply and Demand:

As in the past, the Department plans to continue its work to keep informed about the migration and movements of Negro labor and the available supply, shortage or demand in various localities. This is very necessary if both wage-earners and employers are to be served.

II. Investigations of Negro Affairs:

In order to keep informed of what is going on inside the Negro group and the state of mind of the Negro people, it is very necessary for the Department to have its investigators and representatives at the various conferences and meetings of various kinds that Negroes hold; also it is necessary to keep in close touch with Negro neighborhoods and localities.

III. Publication and Publicity of the Facts:

A part of the work will necessarily need to give publication and publicity to such facts and information as will be helpful to employers and in creating goodwill and a spirit of cooperation among white employers, white workers and Negro workers.

The Department has had in mind probably continuing the helpful local conferences of white and colored people to discuss local problems and conditions of labor and to reach agreements and understandings, in order that suspicions and fears may be removed. These steps, however, are never undertaken without the lead and consent of representative white citizens.

IV. Cooperation with White Employers and White Workers:

The Department plans to continue its efforts to secure the cooperation of white employers and white employees who are interested in improving the productive efficiency of Negro workers and improving their relations to white workers and white employers. To this end it will welcome the aid of employers, individually, and of associations of employers, chambers of commerce, councils of national defense, organizations of white workers, agencies and boards that may be interested as well as local officials and local government agencies.

The Department recognizes in this Negro work the local character of the problems between employers and local employees, and that the cooperation of white employers, and, wherever possible, of white wage-earners with Negro wage-earners is indispensable to any amicable adjustment of the delicate and difficult questions that are now confronting agriculture and industry where Negroes are involved.

Conferences and cooperation with employers will be welcomed by the Department looking to the improvement of the productive efficiency of Negro workers along the following lines:

a. Training of Negro workers, both shop training and common school training.
b. Housing of Negro workers.
c. Methods of encouraging thrift and improvement of health of workers.
d. Provisions for wholesome recreation. The facts show that this is one of the best means of improving regularity and promptness in employment.
e. Use of Negro workers in as many lines as possible to meet the growing demand for more efficient labor.

V. Advisory Service:
The advisory service to the several bureaus and divisions of the Department in such way as will help in the more effective recruiting and distribution and improvement of Negro workers will be continued.

VI. Necessary to Agriculture and Industry:
It is important to the agriculture and industry of the Country that Negro workers as all other workers should function to 100 per cent of their ability and every facility should be furnished them for this purpose.

VII. Efficiency Campaigns through Volunteer Help:
The present plans of the Department in this connection are to stimulate the cooperative Negro workers advisory committees in the localities where they have been already started to more practical value for increasing the productive power and efficiency of Negro workers and improving their relations to white employers and white workers. The help of white employers is especially needed for this work. The plans contemplate:

1. Series of shop talks to Negroes wherever employers are willing to have competent speakers to come to discuss such questions as promptness, regularity, full-time work, health, thrift and similar questions. Much along this line has already been done with the hearty approval of employers interested.

2. If funds can be procured for it, the Department plans a series of pictures, cartoons and placards on similar topics to those treated in the shop talks.

3. A campaign of education by means of public speeches and printed matter to be presented to Negro audiences wherever they can be reached, urging them to higher standards of sanitation and housing in their neighborhoods. Already the attention of various agencies is being called to the necessity for "clean-up campaigns", "Gardening movements" and the like.

4. A systematic educational campaign through the reliable Negro newspapers on better relations of white employers, white workers and Negro workers; on better improving the efficiency and morale of Negro labor and on stimulating Negroes to improve their conditions.

NEGRO ECONOMICS IN FLORIDA

This work was started after a conference of white and colored citizens called by the Governor. The work proceeded in orderly fashion, being commended on all sides by both white and colored citizens, and was very effective in increasing the morale, efficiency and contentment of Negro workers in many parts of the State during the War and throughout the period of restlessness just after the Armistice was signed.

Representatives of a lumber association in Florida became disturbed, it seems over material which appeared in colored newspapers and magazines of the so-called inflammatory type, the articles in which are sent into Florida and other southern states from the North, and confused the Negro Economics work with the so-called inflammatory propaganda, alleging some connection of the departmental representative with this literature.

Upon recommendation of the Governor of Florida, the Secretary of Labor temporarily suspended the Negro economics work in Florida. Thereafter, the Secretary sent two inspectors to Florida to look into the situation, both among white and colored people. These inspectors, without the knowledge of the Negro representative in Florida, went over the State wherever he had been, and interviewed employers and employees. In all this search no evidence could be obtained that showed that in any way the departmental representative had had anything to do with any unrest among Negroes, but, rather, that he had had a great deal to do towards removing discontentment among them.

The agents of the lumber interests admitted to the inspectors of the Department that there were no grounds for lodging a case against the departmental representative or the departmental work in Florida. The whole situation indicated that there were newspaper statements which created misunderstanding throughout the State, but the results of the inspectors' work disclosed no facts at the bottom of these newspaper statements which reflected upon the conduct of the work as a basis for the newspaper statements.

All of the Negroes connected with the work throughout the State, as well as the Negro supervisor, were well known by the substantial white and colored citizens. The supervisor, himself, had been a mechanic, a teacher and an owner of a business for a number of years in Florida.

The full records of the Department on this whole matter are open to inspection.

STATEMENTS FROM COOPERATING WHITE MEMBERS OF NORTH CAROLINA NEGRO WORKERS ADVISORY COMMITTEES

In reply to your letter of May 24th, I am of the opinion that the work being done by your Department is useful and successful. Recently I listened to a speech by your Assistant Supervisor, and I think he handles his subject well."

Very truly yours,
(Signed) J. E. Latham,
J. E. Latham Company, Greensboro, N. C.

I have received your interesting letter of May 24th and I cordially approve your efforts to improve the efficiency of Negro workers and to create a better understanding between white employers and colored workers through the cooperative medium of the local Negro Advisory Committees. It is advisable of course to avoid the multiplying of similar undertakingssand to concentrate or coordinate the purposes of the Department of Labor in bringing about the desired mutual understanding. I will be glad to cooperate in a reasonable way.

Yours truly,
(Signed) James Sprunt,
Henderson Sprunt & Son, Wilmington, N. C.

Our requests to your Department have always been most courteously attended to and matters of real interest and value to us have invariably been the result.

I feel that there is great need for your Department in the South, particularly in the industrial sections thereof.

Yours very truly,
(Signed) J. E. S. Thorpe,
Tallassee Power Company, Badin, N. C."

It is my opinion that the plan mapped out by the Department of Labor, as explained by you, is an excellent one and that with proper cooperation from both sides it can be developed for great good to both employer and employee. I shall be glad to do what I can to further the purposes of the organization at all times.

Yours truly,
(Signed) John G. Bragaw, Jr.,
Guano Manufacturer, Washington, D. C.

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EXTRACT FROM THE RESOLUTIONS OF THE NATIONAL NEGRO BUSINESS LEAGUE,
Atlantic City, N. J.,
Aug. 21, 22, 23, 1918.

We commend the appointment by Secretary Wilson of the Labor Department of Dr. George E. Haynes as representative of the race in the Labor Department, who is rendering valuable service, and we call upon our people everywhere to cooperate with him in the work of his office to increase the efficiency and productiveness of Negro labor.

TELEGRAM

St. Louis, Mo.

Secretary Wm. B. Wilson,
Dept. Labor,
Washington, D. C.

We, the National Baptist Convention, represented by five thousand delegates and representing more than three million Negro Baptists in the United States, most heartily commend your appointment of George E. Haynes as Director of Negro Economics and pledge our loyal support to our Government in all the activities incident to the Great World War.

R. B. Hudson, Secretary
E. C. Morris, President.

EXTRACT FROM THE RESOLUTIONS ADOPTED AT THE INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 and 18, 1919, Washington, D. C., WITH 156 REPRESENTATIVES OF 45 WELFARE ORGANIZATIONS AND AGENCIES, NATIONAL IN SCOPE.

That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:
As President of the Negro Fellowship League, I write to express our appreciation of your action in retaining Dr. George E. Haynes as one of your assistants. The Negro race feels that you have recognized our claim to representation in all departments of our democracy. We certainly regret that Congress failed in its appropriations all the more that in spite of the fact you have retained a representative of our race on your staff. Again thanking you, we are

Very truly yours,

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Very truly yours - Pres., Negro Fellowship League.

Copy

U. S. Employment Service,

Meridian, Miss., January 29, 1919.

From: Federal Director
To: Director General
Subject: Negro Economics Division.

1. In reply to letter from Assistant Director General, dated January 23d, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this Service is providing an office on the same floor as the office of the Federal Director for the Supervisor of Negro Economics. The present Supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal Director in reference to his work.

3. The writer attended the meeting of the Negro State Advisory Board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys' Working Reserve. Cooperation has been obtained from the State Agricultural College, and they have agreed to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the Reserve. Arrangements were made for visiting and organizing Reserves in approximately twenty industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This Service will then undertake to place those students in active farm work as soon as school is closed.

4. The Negro Workers' Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactory.

(Signed) H. H. Weir,

Federal Director.

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U. S. Employment Service,

9 Franklin Street, Newark, N. J.
April 2, 1919.

Prof. Geo. E. Haynes,
Director of Negro Economics,
Washington, D. C.

My dear Dr. Haynes:

It is my understanding that you desire an expression of opinion as to the work of the Bureau of Negro Economics.

I am glad to inform you that it is our understanding that Negro advisory committees have been organized in the principal industrial centers throughout the State. These committees hold regular meetings at which Mr. Ashby (Supervisor of Negro Economics for New Jersey) is often present and he addresses these groups on matters relative to the situation pertaining to Negro labor in the State and advises them as to how they can make the best of their opportunities. Committees of this character have been helpful into the offices in the matter of opportunities for colored men and women, and also in moulding sentiment in favor of colored workers.

The Camden, N. J., Committee is doing an especially fine piece of work in the interest of the returning colored soldiers. Mr. Ashby personally attends the meetings of the welfare organizations wherever it is possible in the State, giving specific attention to the benefits that may accrue to the colored workers.

Personally, I can only speak in the highest terms of the work which he has been enabled to accomplish for the benefit of the Negro worker of New Jersey. I feel quite satisfied that responsive to the energetic work which he has performed that various colored organizations throughout the State found it advisable for their best interests to send telegrams to the various Washington representatives asking for continuation of the U. S. Employment Service.

Very truly yours,

(Signed) J. Spitz,

Asst. Federal Director of Employment for N. J.

U. S. Employment Service

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(Signed) J. Spitz,
Asst. Federal Director of Employment for N. J.

U. S. EMPLOYMENT SERVICE

74 East Gay St., Columbus, Ohio, April 9, 1919.

Mr. Ethelbert Stewart,
Director of Investigation & Inspection Service,
Office of the Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Stewart:

Mr. Charles E. Hall, who has been Supervisor of Negro Economics in Ohio, handed me a copy of your letter of March 27th with reference to his reports being made through the office of the Federal Director for Ohio.

Mr. Hall has been located in the office of the Federal Director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly yours,
(Signed) C. H. Mayhugh,
Acting Federal Director for Ohio.

1423 Newton Street, Wash., D. C., July 9, 1919.

Dr. George E. Haynes,
Director of Negro Economics, Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

I very much regret to learn that failure of appropriations has made it necessary to discontinue the work which has been carried on by Mr. Charles E. Hall, Supervisor of Negro Economics for Ohio.

Mr. Hall Assisted the Employment Service in every possible way in recruiting labor during the war and in the readjustment of labor after the signing of the armistice.

The big task before him at this time is to assist in crystallizing the best thought and carrying out the best possible plans for improving housing conditions and aiding the Negroes to become satisfactorily adjusted to the new industrial condition which confronts them. His work, I believe, has been a real factor in preventing the development of radical unrest among the Negroes in Ohio.

My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly yours,
(Signed) Fred C. Croxton.

C o p y

U. S. EMPLOYMENT SERVICE

74 East Gay St., Columbus, Ohio, April 9, 1919.

Mr. Ethelbert Stewart,
Director of Investigation & Inspection Service,
Office of the Secretary, Department of Labor,
Washington, D. C.

My dear Mr. Stewart:

Mr. Charles E. Hall, who has been Supervisor of Negro Economics in Ohio, handed me a copy of your letter of March 27th with reference to his reports being made through the office of the Federal Director for Ohio.

Mr. Hall has been located in the office of the Federal Director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly yours,
(Signed) C. H. Mayhugh,
Acting Federal Director for Ohio.

- - - - - - - - -

1423 Newton Street, Wash., D. C., July 9, 1919.

Dr. George E. Haynes,
Director of Negro Economics, Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

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My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly yours,
(Signed) Fred C. Croxton.

Department of Labor

OFFICE OF THE SECRETARY

Investigation and Inspection Service

Division of Negro Economics: Expenses - Mar. 15 to June 15, 1919.

Salaries (19) people	$7,295.35	$7,295.35
Travel:		
Per diem	584.00	
Transportation	6.58	
Miscellaneous	153.30	
		743.88
**Supplies	3.35	3.35
Rent	145.45	145.45
Telegraph	29.69	29.69
Telephone	12.57	12.57
Outstanding Transportation requests	615.40	615.40
Estimated outstanding bills unpaid	800.00	800.00
Total		$9,645.00

**Does not include supplies furnished from stock.

Copy

1025 Twelfth Street,

August, Ga., July 6, 1919.

To Whom It May Concern:

This is to certify that the following resolution was unanimously adopted at the recent annual meeting of the National Association of Teachers in Colored Schools, held at Orangeburg, S. C., July 26 - Aug. 2, 1919.

(Signed) Silas X. Floyd,

Executive Secretary and Chairman,

Publicity Committee, N. A. T. C. S.

THE DEPARTMENT OF NEGRO ECONOMICS.

We, the members of the National Association of Teachers in Colored Schools, in annual convention assembled, note with great satisfaction the announcement of Hon. William B. Wilson, Secretary of Labor, that he will continue the advisory service in the Department of Labor under the direction of Dr. George E. Haynes, Director of Negro Economics, and that he will make such provision for maintaining it as is possible under the curtailed appropriations made by Congress. We express our hearty commendation of the action of the Secretary of Labor and assure him of our continued cooperation and assistance in dealing with problems affecting the Negro wage-earners of the country, especially as to their relations with white employers and white workers.

1025 Twelfth Street,
August, Ga., July 6, 1919.

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142 E. 9th St., Middletown, Ohio,
July 14, 1919.

Hon. W. B. Wilson,
Secretary of Labor,
Washington, D. C.

Dear Sir:

We knew nothing of the results that could be derived from aggression in the Department of Labor until we came in touch with Mr. Charles E. Hall, who wrote to us from 74 E. Gay Street, Columbus, Ohio.

Through his persistence, much of the unrest in labor circles among Negroes in this County has been alleviated; they believe the Government is interested in their welfare and we have set to work with new zeal.

Many are buying homes, and Middletown claims the honor of having the third "Savings and Loan Association" (Colored) in this State. This "Savings and Loan Association" was recommended and the Constitution and By-Laws were written and given to us by Mr. Charles E. Hall.

We feel, that the absence of Mr. Hall will be a great loss to the best interests of the Negro in Ohio. Therefore, according to the request of the colored people of this city, and by the unanimous vote of the Directors of "The Progressive Savings and Loan Association" of Middletown, Ohio, this request is sent to you, asking you to use your influence that Mr. Hall may be continued Supervisor of Negro Economics in Ohio.

Believing you will do the best you can for the development of the State and Country, we await your action.

Respectfully,
(Signed) B. Whitney Clark,
Pastor, Second Baptist Church.

Copy

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July 14, 1919.

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Secretary of Labor,
Washington, D. C.

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Respectfully,

(Signed) B. Whitney Clark,

Pastor Second Baptist Church.

DIVISION OF NEGRO ECONOMICS

DIVISION OF NEGRO ECONOMICS

Haynes - Phillips

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

July 16, 1919.

Dear Mr. Phillips:

I am returning these to you so as to avoid any error in date, etc., in passing thru Commissioners Office. Will you please carry them there in person. Thank you for other mail.

Yours very truly
George E. Haynes

Down
KP
7/18/19

RECEIVED
DEPARTMENT OF LABOR
JUL 18 1919

Director of Negro Economics

DEPARTMENT OF LABOR

TELEGRAM

7Po. Da.

22 Government

Pr..New York Sept.18, 1919

Phillips

Care Haynes, Department Labor,

Washington, D. C.

Hold memorandum to Director General until I return Make Lugagement JernaginSaturday thanks.

Haynes

Director

9:25 A. M.

Yours
Earl J. Phelps
Assistant
9/18/19

Miss Campbell:
Please make arrangement with Mr. Jernagin
3 p. m.
9/22/19

Subject: Adjustment of Employment Service matters relating to special agents Charles E. Hall and William Jennifer.

On August 30, 1919, following a conference with you, the Assistant Secretary and the Director General of the U. S. Employment Service, ~~with reference to~~ about the adjustment of the work of Charles E. Hall and William Jennifer, ~~special agents of the U. S. Employment Service~~, I conferred with the Director General and Messrs Hall and Jennifer with reference to settling details ~~about this matter.~~ Following this conference, and with the consent of the Director General, I drew up, jointly with Messrs. Hall and Jennifer, a statement embodying the substance of our conference and submitted this statement to the Director General for his approval, September 2, signed by Messrs. Hall, Jennifer and myself. (See Exhibit 1).

The Director General took exception to some of the points in the statement and to the fact of its being signed by Messrs. Hall and Jennifer. I called his attention to the fact that this had been done on what we understood was his expressed ~~desire.~~ agreement for us ~~to~~ draft such a statement for his approval. ~~However~~, I then agreed to leave the statement with him and to await from him a redraft of it in a memorandum to me. Not receiving a redraft from the Director General, on September 23 I prepared and mailed to him a memorandum, over my own signature, embodying the main points of ~~my understanding~~ the former statement submitted September 2 ~~of the matter~~, and eliminating the points to which he had taken exception, including the signatures of Messrs. Hall and Jennifer. (See Exhibit 2). On September 24, I received a memorandum from the Director General (See Exhibit 3) which seems to me to raise some im-

portant points, about the whole case, that need your attention as follows:

1. The Director General's memorandum of September 23, received September 24, states that Messrs. Hall and Jennifer were appointed upon his request "for the purpose of assisting in the recruiting in the congested northern cities of Negro labor for the South." In our conference with you it is my understanding that in view of the ~~other~~ very tense racial situation, both North and South, these men were detailed for special service in recruiting and placing Negro labor, but ~~with out the distinct understanding that there would be no~~ not with the understanding that any special efforts were to be made in ~~/////////////////~~ congested northern centers for special inducements to Negroes to go South; ~~but~~ that opportunities offered from the South would be handled in the same due cause, ~~course~~ as opportunities offered from places in other ~~states~~. ~~It seems necessary, now, to have a clearer statement on this point.~~ The Director General statement seems to call for a clearer understanding on this point.

2. The Director General states that these two special agents are to travel and be on detail upon advice from his office. This raises the question as to the meaning the Director General gives to ~~the following statement:~~ this point and to his interpretation of the relation ~~of the~~ of his office Is the U. S. Employment Service to decide its plans and policies in the recruiting and placement of Negroes ~~for labor in the South~~ and are these men (Hall and Jennifer) to act in the premises without the advice or the opportunity for such advice to be given from the office of the Secretary?

3. The Director General states that these special agents "are ~~//////////~~ governed in all respects in their employment the same as all employees of this service." This being the case, it follows that

The Director of Negro Economics is adviser to the Secretary on matters relating to Negro welfare.

they are under the supervision of the office of the Secretary. ~~and~~ According to instructions of the Secretary ~~all employees of the Department, through regular channels, of course, should keep the Director of Negro Economics informed about their work as it relates to Negro wage-earners, in order that they may have the ////////// benefit of his advice and cooperation.~~ ~~Furthermore,~~ Since the ~~men were appointed~~ Director General secured these men for the special purpose of assisting in the recruiting and placing of Negro labor, an operation of such delicate and difficult character because of the many tense racial conditions in industrial centers, north and south, there is special need of ~~their~~ his having advice on the undertaking and progress of such work. ~~keeping close contact with the office of the Secretary.~~ During the month of September, special efforts of private parties to do special recruiting of Negro labor in Chicago and to create a movement of Negroes southward ~~has made~~ met with no success, but ~~has~~ stirred up a considerable amount of criticism and bitterness among Negroes in Chicago. (See ~~////////// Exhibit No. 4.~~ but not only in other places, North and South (See exhibit #4)

4. The Director General states that these special agents are "authorized to make such reports on conditions which in their opinion may be of interest to the Director of Negro Economics." It is not my understanding that this is the wish of the Secretary, who ~~has charged~~ said has charged the Director of Negro Economics with a specific duty of securing information from ~~employees of~~ the several branches of the Department dealing with Negro workers. ~~and in specific memoranda has directed that such employees furnish information to the Director of Negro Economics about that work. The question of the~~ The secretary has instructed that the Director be advised of the progress of such work so that the Department may have the benefit of his judgment in all matters affecting Negroes." Therefore the question of the opinions of these special agents as to what ~~would~~ ~~how much of it would~~ be of interest to the office of the Secretary seems ~~to me~~ to be ~~////////~~ immaterial and irrelevant.

5. The Director General sets forth that the Director of Negro Economics should submit facts in the premises, when, in his judgment, he discovers conditions which would make it advantageous to the U. S. Employment Service to utilize the services of either of these employees outside of his present official station or in another state.

While it is ~~obviously~~ within the function of the Director of Negro Economics as adviser to the Secretary to submit such facts in the premises to the Director General, it ~~would~~ appears ~~seems to me~~ that the adviser to the Secretary of Labor has been charged with wider duties than this ~~than just~~ implies. ~~with reference to the Employment Service as well as to other branches of the Department.~~ As defined by the Secretary's ~~memorandum quoted under Paragraph Third,~~ The function of the Director as adviser to the Secretary is to recommend policies and plans to the Secretary, to furnish ~~him~~ information and advice ~~on Negro affairs~~ on all matters affecting Negroes that will enable the Secretary and the heads of the several divisions and bureaus of the Department effectively to carry out their work to the general advantage of the wage-earners of the U. S., and to the fulfillment of the purpose of the Department of Labor as imposed upon it by Congress. Apparently this function applies to any work of any particular Service, departmental or interdepartmental, where Negro matters are concerned, and calls for the carrying out of the policies outlined by the Secretary of Labor over one year ago. Applying this function to the case in question, it would seem that it is the duty of the Director of Negro Economics to advise the Director General about any matter relating to Negro wage-earners where the action of the officials and employees of the U. S. Employment Service affect the interests and activities of Negroes and other branches of the Department in carrying out its purpose for the wage-earners of the United States.

Respectfully Submitted

Memorandum: Issues, joinder of - JDB-GEH

1. Declaration: U. S. Employment decides its policy in re recruiting of Negroes for the South.

Plea: Office of the Secretary apparently has had no opportunity to seek advice of its Director of Negro Economics.

2. D. Advice of Director General of U. S. Emp. Serv. and his Federal Directors regarding operations of Hall and Jennifer apparently takes precedence over that of the Office of the Secretary of Labor and "makes their employment the same as all employees of this (U. S. Emp.) Service."

P. Such a policy eliminates entirely any discrimination in administration of these agents (Hall and Jennifer) but it at once establishes a marked discrimination in their operations because they were appointed "for the purpose of assisting in the recruiting of Negro labor for the South", an operation of obvious delicateness because of the many peculiar conditions surrounding Negro labor, largely known to the Negro folk, only, and obviously unknown to "all employees" of the U. S. Emp. Serv. (Attach Chicago Defender Editorial.)

3. D. The opinions of Hall and Jennifer apparently are the sole guides as to the merits of any conditions which may be of "interest" to the Director of Negro Economics.

P. The Director of Negro Economics is charged with more than an "interest". He holds a commission from the Secretary of Labor, which charges him with specific duties regarding the functions of the Department of Labor and the powers of the Secretary of Labor.

4. D. The operations of agents Hall and Jennifer, so far as the Director of Negro Economics is concerned, are alleged to turn upon "the advantage to the Employment Service" and upon suggestions regarding this advantage which the D. of N. E. might make to the Director General.

P. It is the duty of the D. of N. E. to recommend to the Secretary of Labor policies and plans not of any greater advantage to the U. S. E. S. than to any other branch of the U. S. Dept. of Labor, and certainly, in no instance, anything which does not have as its aim the general advantage to the public in that the functions of the Dept. of Labor, as imposed upon it by Congress,

~~shall be carried out~~. Apparently this ~~broad~~ function applies ~~overlaps~~ ~~any peculiar advantage~~ to any mark of any particular Service, departmental or interdepartmental, ~~and calls in every instance~~, where Negro matters are concerned, and calls for the carrying out of the policies outlined by the Secretary of Labor over one year ago.

September 25, 1919.

Mr. John C. Dancy, Jr.,
Executive Secretary, Detroit Urban League,
297 St. Antoine Street,
Detroit, Mich.

My dear Mr. Dancy:

Just as the enclosures are being mailed to you, your letter of September 23d has been received. On account of Dr. Haynes being out of the city, I regret that reply to your last letter will be delayed.

Yours very truly,

Paul H. Phillips

Assistant to the Director
of Negro Economics.

Noted
GEH
9/29/19

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

127 EAST 23RD STREET, ROOMS 33-34, NEW YORK CITY

TELEPHONE: GRAMERCY 3978

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Affiliated Movements of the League Exist in the following Cities:

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CLEVELAND
COLUMBUS, OHIO
DETROIT
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NEWARK
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SPRINGFIELD, MASS.
ST. LOUIS
TRENTON, N. J.
WESTFIELD, N. J.
WHITE PLAINS, N. Y.
YOUNGSTOWN, OHIO

September 27th, 1919.

Dr. George E. Haynes,
Labor Department,
Washington, D.C.

My dear Haynes:

Could you use the material which you have for your address and bring in your experiences the work that your Department has done at Truxton, Va., and in the room-registry, and speak on Thursday evening, October 16th so that we may not be embarrassed with the speakers whom we have asked to appear on Wednesday evening the 15th.

I took up the matter with our special committee on Detroit plans yesterday, and I am writing this letter in compliance with the decision then reached.

Sincerely yours,

EKJ/PW

Eugene Kinckle Jones

R
Gast
10/2/19

RECEIVED
DEPARTMENT OF LABOR
SEP 29 1919
Director of Negro Economics

"Let us not work as colored people nor as white people for the narrow benefit of any group alone, but TOGETHER, as American citizens for the common good of our common city, our common country

MRS. WILLAM H. BALDWIN, JR.

What we do toward this end

We

1. Try to show social welfare agencies the advantage of co-operation.
2. Secure and train social workers.
3. Protect women and children from unscrupulous persons.
4. Fit workers { for / to } work.
5. Help to secure playgrounds and other clean places of amusement.
6. Organize boys' and girls' clubs and neighborhood unions.
7. Help with probation oversight of delinquents.
8. Maintain a country home for convalescent women.
9. Investigate conditions of city life as a basis for practical work.

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

9/27/19

Is it not better procedure to ask Federal Director of Illinois to make inquiry? Then, we have no way of recruiting negro labor in Chicago, have we?

WB

et yi
elieve
: th

R/Goff
10/23/19

Box #252.
Vinita, Okla.
Oct. 13, 1919.

Prof. S. E. Haynes,
Nashville, Tenn.

Dear Sir:—

Am writing to you to ascertain as to why Thelma Davis, Vinita, Okla. did not remain at the University. Her excuse was that she contracted malaria fever, and the doctor advised her to leave.

I am writing you, becauce I knew your Mother and Sister at Hot Springs, also

met your wife there, and believe that you will give me the desired information.

I am one of the teachers here, and would like to know just how and where she was classified.

Hoping to hear from you at your earliest convenience.

Respectfully yours,
(Miss) Melita F. Pryor.

RECEIVED
DEPARTMENT OF LABOR
OCT 20 1919
Director of Negro Economics

F. W. AYER, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

PUBLICITY DEPARTMENT
222 FOURTH AVENUE
TYLER DENNETT

S. EARL TAYLOR, General Secretary

October 21st, 1919.

Mr. Karl F. Phillips,
c/o Dr. Haynes,
Department of Labor,
Washington, D. C.

Noted
Keep
10/23/19

My dear Phillips:-

Please send me by return mail our Negro newspaper list. This should be sent under personal mail, and not official.

I hope you have been able to take up the matter with the Interstate Commerce Commission on Negro Labor statistics.

Yours sincerely,

George E. Haynes

Any working on I.C.C. and N.S.R.A. for response to request. Having worked for Statesman of I.C.C., took upon me personally. No reply as yet. Phillips

This has been done
KP
10/22/19
Hayes - Phillips

RECEIVED
DEPARTMENT OF LABOR
OCT 22 1919
Director of Negro Economics

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

10/20/19

Mr. Price:

As you know Mr. Marsh, would you be willing to ask him to take Jan. 4th, 1919.

K. Phillips

Mr. Reed is away

GENERAL APPOINTMENT—FIXED DATE

DEPARTMENT OF LABOR
OFFICE OF THE CHIEF CLERK
WASHINGTON

Negro Economics

October 28, 1919.

Mr. George E. Haynes,

Through Commissioner of Labor Statistics.

Sir:

You have been appointed, subject to taking the oath of office, and to actual entrance upon duty (unless on authorized leave) on the date indicated, Special Agent in the Bureau of Labor Statistics at a salary of Eight (when actually employed) dollars per diem, effective November 1, 1919, in accordance with Departmental authority of that date.

You will not be allowed to work more than two days per week under this appointment.

Your appointment will continue for a period not to exceed three months.

(By change from Expert at $2760 per annum, for duty outside of the District of Columbia)

By direction of the Secretary:

Respectfully,

J. Gompers

Chief Clerk.

(New York, New York)
LD

Appropriation: Miscellaneous Expenses, Bureau of Labor Statistics.

Vice:

Legal Residence: Tennessee.

RECEIVED
DEPARTMENT OF LABOR
NOV 4 1919
Director of Negro Economics

14—8

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 4, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
U. S. Department of Labor,
New York, N. Y.

Dear Dr. Haynes:

Since mailing you letter enclosing your "General Appointment" the Chief Clerk of the Bureau of Labor Statistics - Dr. Baldwin - has 'phoned saying that he has changed the appointment in accordance with your suggestions.

Respectfully,

Mary J. Phillips

Assistant to the Director
of Negro Economics.

Noted
GEH
11/5/19

Mary - Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 4, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
U. S. Department of Labor,
New York, N. Y.

Dear Dr. Haynes:

The enclosed General Appointment is self-explanatory, but I am hurrying it to you to ask if the figures are correct as I remember your estimate was made upon a different basis. Inasmuch as the effective date is past, any contemplated correction should be made post haste.

Major Allen Washington has just wired - "Will arrange to have you speak November twelfth. Letter follows." You will recall that this wire is in response to your telegram saying - "Erwin writes November eleven full. Can remain November twelve. Please wire your decision."

Respectfully,

Karl G. Phillips

Assistant to the Director
of Negro Economics.

P. S. Official notification of recommendation for Miss Campbell's transfer has been received. However, final appointment has not been issued.

Haynes-Phillips

Noted
GEH
11/6/19

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Copy

November 5, 1919.

Dr. Phillips,
c/o George E. Haynes,
Department of Labor,
Washington, D. C.

Dear Dr. Phillips:

Please see Dr. Baldwin and make certain that the following sentence in my general appointment is removed and any similar wording substituted. "You will not be allowed to work more than two days a week under this appointment."

I would like to ask that these papers be not put through until I return to take the Oath, if that is agreeable to Dr. Baldwin.

Yours very truly,

(Signed) George E. Haynes,

Director of Negro Economics.

GEH/ODW

RECEIVED
DEPARTMENT OF LABOR
NOV 6 1919
Director of Negro Economics

To: Dr. Baldwin for appropriate attention.

Phillips. 11-6-19

This has been done

H. Phillips RP 11/6/19

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 12, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
894 Broadway,
New York, N. Y.

Dear Dr. Haynes:

The enclosures are self-explanatory. The correspondence with Dr. Anthony will refresh your recollection of engagement which you have Saturday morning of this week.

We have been at a little loss to know just what to tell persons inquiring for you, as you left no word regarding your schedule for this week, and not having seen you after Saturday evening, I did not know until Mrs. Haynes told me, yesterday, that you had gone back to New York. Signor Jose, international labor delegate from India, was anxious to see you Monday, as I had told him last week you would be in D. C. on Monday; and Dr. Phenix, who is here attending President Durkee's inauguration, was anxious to see you today.

I am advising Signor Jose that this office will tell him just when you will return.

Respectfully,

Assistant to the Director
of Negro Economics.

Noted
GEH
11/13/19

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 15, 1919.

Dr. George E. Haynes,
Director of Negro Economics, U. S. Dept. of Labor,
894 Broadway,
New York, N. Y.

Dear Dr. Haynes:

Referring to the case of Charles H. Fearing, you will recall the letter sent to you at New York about one week ago, and the file of papers which Miss Campbell handled as "follow-ups". Miss Campbell states that you have this file with you at New York. The War Department, through Mr. Gardner - referred to in my last letter to you - has made further inquiry on behalf of Mr. Fearing. Has your time permitted you to take any action along the line of my letter?

Sincerely yours,

Assistant to the Director
of Negro Economics.

November 17, 1919.

Mr. H. L. Eddy,
Secretary, Des Moines Chamber of Commerce,
Fifth Floor, Shops Building,
Des Moines, Iowa.

My dear Sir:

In response to your request of the Information and Education Service of August 21, 1919, which has just been received by this office, I am pleased to send you, under separate cover, publications and releases relating to the work of the Division of Negro Economics.

Yours very truly,

GEORGE E. HAYNES,

Director of Negro Economics

By

A s s i s t a n t .

Washington, D. C., November 17, 1919.

1st Indorsement

From: The Director of Negro Economics
To: Bureau of Industrial Housing and Transportation
Subject: Request of H. L. Eddy, Des Moines Chamber of Commerce

1. Noted

2. Publications and releases of Division of Negro Economics forwarded to Mr. Eddy, and his request referred to you for attention.

Respectfully,

GEORGE E. HAYNES,

Director of Negro Economics

By

A s s i s t a n t .

DEPARTMENT OF LABOR

TELEGRAM

31 WU A 146pm 18 Gvt

Charlottesville Va Nov 13, 1919

Phillips,

Care Haynes, Dept of Labor,

Washn DC.

Arrive five fifteen coming to office Please arrange

Haynes.

Director.

RECEIVED
DEPARTMENT OF LABOR
NOV 13 1919

Director of Negro Economics

This has been done
11/13/19
K. F. Phillips

Phoned M. L. C. who said she would report at 5 p.m.
K. P.

I have tickets at 6/30 p.m.
W

Chief clerk will issue "passes"

Noted
11/13/19

Phillips,
Care Hayes
Department of Labor
Washington

Arrive five fifteen Coming to office.
Please arrange.

Hayes
Director

Official business
Govt rate paid
Office of the Secretary
Contingent expenses, 1920

11/20/19
I think this is telegram
sent from Charlottsville some time
ago. No date known. I reserved "original"
RP

H-Phelps

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 28, 1919.

Dear Dr. Haynes:

Your letter of November 25 has just been received. Quite sometime ago Miss Campbell forwarded to you at New York our entire file in the case of James J. Robins, for whom you sought a transfer at the request of Dr. Scott. You will note on the copy of our last letter to Mr. Robins my pen notation to the effect that we have not his address. The only place which showed his address in New York was in Mr. Scott's voluminous file which, you will recall, Mr. Scott requested to be returned. We have tried every source to locate Mr. Robins' address without success. Mr. Scott's office has traced the War Department which in turn has traced Major Enright who has left the Service and is now somewhere in Kansas, having taken the War Department's file with him. I will now try the Civil Service Commission in the hope of locating Mr. Robins.

This was Fleming Jt. Louis - not Robins.

Sincerely,

Karl F. Phillips

Assistant to the
Director of Negro Economics.

Dr. George E. Haynes
Interchurch World Movement
New York City.

MLC/KFP.

note
GEH
11/28/19
MLC. Phrase trace

H-Phillips
Fe

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 28, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
894 Broadway,
New York, N. Y.

Dear Dr. Haynes:

I was glad to get your note this morning, as I thought, at first, that I had located you, but since it was dated so far back, I fear that now, perhaps, you may be in Atlanta. We were expecting to see you Wednesday, as per your schedule, but Miss Campbell, who had seen Mrs. Haynes, told me you would not be in the office, as per your schedule, but Miss Campbell did not know whether you were in New York or not. Your telegram - re President Gandy - gave me some "light" on your whereabouts, but that was prior to Wednesday.

There is some mail here which I wanted, very much, that you see this week, but I am fearful to send it to New York, lest you be in Atlanta and would not see it on the way back. I hope that we may be able to keep in closer touch in the future.

Sincerely and respectfully,

Kenl W. Phillips

Assistant to the Director
of Negro Economics.

p
p

H-Phil

My dear Phillips:
I shall be in the office Wednesday morning by 10:30. Please hold mail till then. Shall telegraph you otherwise - Had hoped to be there on schedule but every minute has ~~brought~~ some thing new.
Yours Geo. E. Haynes

DEPARTMENT OF LABOR

TELEGRAM

PO....7.....Q.....15 Paid.

BR...New York. November 29,1919.

K.P.Phillips,

Care Dr.Haynes,

Department of Labor, Washington.

Here until Tuesday. Washington Wednesday. Mail immediately Detroit Urban League speech, and copy of Functions.

Geo.E.Haynes.

4pm.-

Noted
this has been done
KP
12/1/19

RECEIVED
DEPARTMENT OF LABOR
NOV 29 1919
Director of Negro Economics

November 29, 1919.

Dear Dr. Haynes:

In reply to your telegram addressed to Mr. Phillips I am sending you herewith a copy of "FUNCTIONS" and the speech delivered at the Detroit Urban League.

I am also enclosing personal mail as follows, which I held pending your return to Washington last Wednesday as per schedule:

Letter from Mr. L. Hollingsworth Wood dated November 20.

Letter from Richard Badger, publisher, dated November 20.

Personal letter from Mr. Phillips.

Check for $10 from the Star Realty and Investment Company, W.D. Hawkins, Treasurer.

Interest notice for $4.67 from the State Mutual Life Assurance Company of Worcester.

Yours truly,

Mattie L. Campbell

Dr. George E. Haynes
Interchurch World Movement
New York City.

Harper - ~~Campbell~~
Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

December 4, 1919.

Memorandum:

From: Karl F. Phillips
To: The Director of Negro Economics
Subject: Publication - Bureau of Labor Statistics

It is respectfully recommended that this office take up with the Bureau of Labor Statistics the possibility of having printed, in a future number of the "Monthly Labor Bulletin", comprehensive statistics prepared by the Division of Negro Economics, with full introduction, statement and supplementary notes, such statistics to be run as a special feature. Sufficient copies should be made for Negro mailing list and future needs.

Respectfully,

Karl F. Phillips

Assistant.

Noted and approved
E. Clark
12/6/19

Conferred with
D. Nagueri
1/14/20

Nagueri-Phillips

KP
1/15/20

Gen. No. 22

SPECIAL

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

December 4, 1919.

"Most urgent"

W D Haynes:

I am held responsible by the Library for a pamphlet entitled "Regulations of the Department of Labor" which I borrowed for you last September. You used this pamphlet in your memorandum on "Scope of authority of the Dept. of Labor."

Can you help me locate this missing pamphlet, the return of which the Library is pressing me for.?

Phillips

DEPARTMENT OF LABOR

TELEGRAM

3 PO A 17 Gvt 2pm

Harrisburg Penna Dec 23

phillips care Haynes, Dept Labor,

Washn DC.

Arrive five oclock coming to office please arrange

Haynes Director

Noted
KP
12/23/19

RECEIVED
DEPARTMENT OF LABOR
DEC 23 1919

Director of Negro Economics

Dec. 23, 1919.
4 p . m .

Noted
12/23/19

My dear Dr. Haynes:

I am so very sorry that for the past two days I have been, practically, a sick man. Today has been the worst of all, and I am compelled to hurry home and continue vigorous treatment. I should much like to work with you for an extra hour or two. Only with difficulty have I kept "shop" for the past two days. I am hoping to be able to put in full time tomorrow.

Miss Campbell, who was much overworked last week in Bur. of Immigration, is having a few days leave, which she much deserves. I have hesitated to ask her to give it up. However, you will find that she is now stopping at your house, and can, no doubt, give you a lift until tomorrow when I am sure I shall be able to turn out my usual amount of work.

Haynes-Phillips

Kate Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

192033

January 5, 1919.

Rolled
G Est
1/12/20
Discussed at Washington
1/14/20

Dr. George E. Haynes
Director Negro Economics
Care Ridley Hotel
Atlantic City, N.J.

Dear Dr. Haynes:

You will recall, I am sure, copy of a memorandum which you noted and approved December 6, 1919, herewith enclosed. Also, there is enclosed self-explanatory "draft" of tentative outline. I have merely scratched this off hastily this morning, just to see how it would look, and in accordance with your instructions. Of course this, like any other outline, could not be expected to stand the final test of systematic topic development, or of a substantial foundation. It will have to be changed and remodeled many, many times in order to meet the needs of the subject which it purports to cover.

I talked with Dr. Baldwin, who stated that his Bureau had no printing fund available and that its own publications were being held unfinished in the Government Printing Office because of lack of money. He said they were conserving every penny in order to keep the Monthly Labor Review going. He said that the Division of Negro Economics could submit a summary of material which he would recommend being given a few pages in the Monthly Labor Review. This was indeed encouraging and gives us some leeway to keep continuous material before the public. It did not, however, meet the greater plan, so I went to the Office of the Assistant Secretary, having in mind the kind of a bulletin on "Negro in Industry" about which we talked.

I found Mr. Reid very enthusiastic over this possibility. He assured me that he would find the money somewhere to finance a REAL bulletin. I told him that I estimated that we could get out a bulletin of merit considerably larger than the Migration Bulletin and considerably more interesting, at least to Negroes.

?

Wayne Phillips

If you approve of this project, will you not issue additional instructions, as I am willing to "go to it" and to give the last ounce of blood to this Negro cause if you give your approval. Of course you know that I think a concrete Negro bulletin would be the biggest thing which you, as Director of Negro Economics, could have published. It would rehabilitate sentiment in furthering your Division; it would answer inquiries of Negro workers and their backers; and it would stimulate a greater and better sentiment among whites, whether employers or employees.

May I become personal enough, even in my enthusiasm, to mention the human side as it affects me? Having worked for years on similar bulletins at "one man's job" it is going to be a physical and mental task to assume the roles of text writer, compiler, statistician, calculating machine operator, tabulator, and typewriter. Of course Miss Campbell is going to become a partner in all of these roles, but I know you can see a semi-disheartening vision in realizing that we two will have to do the entire job.

I shall prepare textual discussion; the tables and data.

May we hear from you soon? If you approve the outline, or submit another outline, we will begin at once to "grind" out the bulletin.

R in person
1/14/20

Sincerely yours,

Paul H. Phillips

Expert - Bureau of Labor Statistics.

P/MLC

P.S. Of course, if I am transferred to position in the War Dept., of which I wired you, I shall be "worrying" about other things

PP

January 8, 1920.

The Ridley Hotel,
Arctic Avenue, near Ohio Ave.,
Atlantic City, N. J.

Gentlemen:

In case certain official mail recently forwarded, in your care, to Dr. George E. Haynes, Director of Negro Economics, has not been called for or delivered, will you kindly redirect the same to this office.

Thanking you for your attention to this matter, I am

Yours very truly,

Assistant to the Director
of Negro Economics.

p
p

Haynes - Phelps

ROBERT LANSING, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

SURVEY DEPARTMENT
45 West 18th Street
Home Missions Division
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

January 15, 1920.

Mr. Karl F. Phillips,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

I am enclosing the following correspondence; for files:

also wrote this letter
RB 1/17/20

To L. K. Sherman, Pres. U.S. Housing Corporation
13th & G. Sts. Washington
From K.F.Phillips Copy. Letter. 1/6/20

To G.E.Haynes. Jan. 13, '20.
From K.F.Phillips Telegr. Re. McCracken.

To. K.F. Phillips 1/13/20
From G.E.Haynes. Copy. " " "

noted
RB

To. McCracken
From G.E.Haynes. Copy. Telegram. 1/12/19

To Dr. Haynes
From M.L.Campbell Letter Dec. 29, 1919.

To D.L.McCracken
From K.F.Phillips. Copy Letter Jan 14

Dr. Haynes.
K. F. Phillips " Dec. 27, 19.

January 19, 1920.

Miss T. C. Manly,
c/o Interchurch World Movement,
45 West 18th Street,
New York, N. Y.

My dear Miss Manly:

I have received the letter of January 15th, enclosing copies and originals of certain correspondence relating to departmental business.

I have just explained to Dr. Haynes that, properly, these copies should be retained in the New York office, in order that you may have as full a record as possible of official business transacted through the New York office.

Therefore, I am returning these copies of letters and telegrams. We have complete files in this office. If, in the future, we desire copies returned, I shall make special request therefor.

Yours very truly,

Assistant to the Director
of Negro Economics.
(Expert - Bureau of Labor Statistics)

p
p

Enclosures.

Virginia Phillips

DEPARTMENT OF LABOR

TELEGRAM

WU.....18.....Q.....8 Paid.

MS...New York City. 10.15am. January 22,1920.

Karl F.Phillips,

Care Dr.George E.Haynes,

Department Labor,Washington.

Please send duplicate of negro newspaper mailing list.

George E.Haynes.

11:20am.

Noted
Sent 1/23/20
KP

RECEIVED
DEPARTMENT OF LABOR
JAN 22 1920

Director of Negro Economics

Issuing Unit: Survey Department. Home Mission Division

Written By: George E. Haynes.

NOTE: MAKE ORIGINAL AND TWO COPIES.
FORWARD ORIGINAL AND ONE COPY TO INFORMATION DESK IN YOUR BUILDING.
FILE OTHER COPY SAME AS REGULAR CORRESPONDENCE.
MAKE ADDITIONAL COPIES IF NEEDED IN EXCESS OF THE NUMBER HERE REQUIRED.

TELEGRAM — INTERCHURCH WORLD MOVEMENT — 894 BROADWAY, NEW YORK CITY
OF NORTH AMERICA

Send the following message Regular (Regular / Day Letter / Night Letter), Prepaid (Prepaid / Collect) Date January 22, 1920

To:

Mr. Karl F. Phillips,
Department of Labor,
Washington, D. C.

SEND DUPLICATE OF NEGRO NEWS PAPER ~~Mail~~ MAILING LIST.

Noted Sent

George E. Haynes.

RP 1/23/20

CONFIRMATION.

Haynes - Phillips

No.129. III. 10. Oct. 1919

January 22, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

Dear Dr. Haynes:

Your Western Union wire - "please send duplicate of Negro newspaper mailing list" - is just received (11.45 a. m.) and I am sending, at once, card index (latest) list as per your instructions.

This is the third Negro newspaper mailing list which has been sent to your New York office. Do you desire to keep all three lists in New York, or will it be practicable for you to return one of the former lists for your departmental files?

Yours respectfully,

Expert - Bureau of Labor Statistics.

p
p
Enclosure - separate cover

January 23, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

Dear Dr. Haynes:

The enclosed well-written article speaks for itself. Do you know who wrote the article?

If consistent with your wishes, will you return it for departmental files.

Yours very truly,

Expert - Bureau of Labor Statistics.

p
p
Enclosure

Haynes-Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Harper-Phillips

Tuesday, February 17, 1920.

Dear Mr Kaczor:

Perchance you will have a chance to look over the enclosed "draft" on your way down Friday. If so, it will save a little time.

The "draft" is, of course, very rough and gives ample space for corrections and interlineations.

I asked your corrections in the Ohio report. Hall, also, gave his version of the work. Shall you and I try to reconcile the two versions so as to include the best "versions"

Respectfully yours,

Karl J. Phillips

Expert, Salem Statistics.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

February 17, 1920.

Miss T. C. Manley,
c/o Dr. George E. Haynes,
45 West 18th Street,
New York, N. Y.

My dear Miss Manley:

Thinking that Dr. Haynes is out of office today, I am mailing the enclosed "draft" to you with the following request:

Will you kindly bring this "draft" to the attention of Dr. Haynes, stating that I have thought that he can, perhaps, read it over on the train as he comes South on Friday.

In case, however, he is unable to give it any attention between now and Friday, kindly remail it to me not later than Friday noon, in order that we may have it for consideration early Saturday morning.

Thank you for your assistance. Thanks, also, for the special delivery of last Saturday. The table was found in Dr. Haynes' suit case.

Yours very truly,

Karl G. Phillips

Assistant to the Director
of Negro Economics

p
p
E n c l o s u r e - (draft - general statement - Negro Economics)

RECEIVED
HOME MISSIONS DIV
SURVEY DEPT.
DATE 2/18/20
TO — RECEIVED — DATE
BY — ANSWERED — DATE
BY — PASSED TO FILE — DATE
BY — FILED DATE

Haynes-Phillips

Saturday, February 21, 1920.

My dear W. D. Haynes:

I hope you will be able to put in about three (3) intensive days at the Department in dictating bits of the remaining state reports and general conclusion.

I am badly "worked out" on the bulletin and am finding it difficult to "get anything real concrete" ~~of~~ out of some of the state reports. Particularly, should Georgia and Florida be handled by you, personally.

Also it will require a postponement of the H-Plating

Noted
W. D. H.
2/21/20

judgment to "reconcile" your and Mr Hall's version of the Ohio story.

Respectfully
Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

February 24, 1920.

Dr. George E. Haynes,
c/o Interchurch World Movement,
45 West 18th St.,
New York, N. Y.

Dear Dr. Haynes:

Immediately upon receipt of this letter, will you kindly wire Dr. J. E. McCulloch, of the Southern Sociological Congress, Room 735, Munsey Building, Washington, D. C., whether or not you can speak before that Congress, on "Race Relations", at its meeting on Monday, March 1, 1920, at 3 o'clock in the afternoon, Franklin Square Hotel, 14th and "K" Streets, N. W., Washington, D. C.

The time alloted to you will be twenty (20) minutes.

Respectfully,

Assistant to the Director
of Negro Economics.

P
P

noted.
GEH
wired as requested

Haynes - Phillips

March 8, 1920.

Miss T. C. Manley,
c/o Dr. George E. Haynes,
45 West 18th St.,
New York, N. Y.

My dear Miss Manley:

Please look in Dr. Haynes' New York files and see if you can locate the "Pennsylvania" section of our proposed bulletin in the "Negro in Industry". This section is introduced by a paragraph "Pre-War Conditions in Pennsylvania". It seems to be missing from our departmental files. My recollection is that Dr. Haynes took it to New York for revision.

If you find it, please forward in next mail.

Yours very truly,

Expert - Bureau of Labor Statistics.

March 8, 1920.

Miss T. C. Manley,
c/o Dr. George E. Haynes,
48 West 18th Street,
New York, N. Y.

My dear Miss Manley:

Will you kindly determine whether or not Dr. Haynes took with him, on his present itinerary, the "Introduction" and "General Statement" of our proposed departmental bulletin. If these papers are in the New York office, kindly forward them to me by return mail, as we shall need the same for conference at the end of this week, when I shall have completed the first "draft" of the bulletin.

The file is a rather bulky one, and deals with the early plans of the Secretary of Labor, and of the functions of the Division of Negro Economics.

Thanks for the "itinerary" and for prompt attention to the foregoing.

Yours very truly,

Expert - Bureau of Labor Statistics.

P. S. In addressing mail to me, please disregard my official designation and use address "Division of Negro Economics."

March 9, 1920.

Miss T. C. Manley,
c/o Dr. George E. Haynes,
Interchurch World Movement,
New York, N. Y.

My dear Miss Manley:

Will you kindly forward to Mr. Harry E. Arnold, c/o War Camp Community Service, 62 Harrison Avenue, Jersey City, N. J., one copy of "Preliminary Statement and Budget for Home Missions - World Survey Conference - Atlantic City, January 7 to 10, 1920" and accept my appreciation therefor.

If there is any charge for this bulletin, kindly bill it against me.

Yours very truly,

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 9, 1920.

Mr. Karl F. Phillips,
"Division of Negro Economics",
Department of Labor,
Washington, D.C.

My dear Mr. Phillips:

Answering your letter of March 8 with reference to the "Introduction" and "General Statement" of proposed departmental bulletin, these manuscripts do not seem to be in our files. Dr. Haynes evidently has same with him as he selected the material for use there.

Yours very truly,

F.C. Manley.

Noted
KP. 3/10/20

Haynes - Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 9, 1920.

Mr. Karl F. Phillips,
Department of Labor,
office of the Secretary,
Washington, D. C.

My dear Mr. Phillips:

Your letter of March 9 at hand and same carefully noted. The "Pennsylvania" section of the proposed bulletin in the "Negro in Industry" is not in our files. Dr. Haynes has some of the Department correspondence with him and as per itinerary sent will be in Washington March 12.

Yours very truly,

J.C. Manley.

Noted
MP 3/10/20

Lawrence Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 11, 1920.

Mr. Karl F. Phillips,
Department of Labor,
Division of Negro Economics,
Washington, D.C.

My dear Mr. Phillips:

As per your request of March 9, I am mailing to Mr. Harry E. Arnold, c/o War Camp Community Service, 62 Harrison Av., Jersey City, N. J. a copy of our "Preliminary Statement and Budget for H.M."

The article for the National Asso. of Corporation Schools Report, requested by Mr. J.E. Banks, does not seem to be in our files. Dr. Haynes will doubtless be able to give you the information about same.

Yours very truly,

T.G. Manley.

Noted
KP 3/12/20

Dr Haynes

DEPARTMENT OF LABOR

TELEGRAM

MAR 31 1920
DEPARTMENT OF LABOR

WU 38 Q 13 Govt

UD....Dayton, Ohio. 11.17am. Mch 30, 1920.

Assistant Secretary Post,

Dept Labor, Washington.

Please arrange reappointment Phillips to-day.

Haynes,

Director.

1pm.

Advised over phone by Mr Osborne (Actg Chief of Bureau) that this has already been taken care of. Mr Phelps appt has been extended to the end of the fiscal year.

W.R.

Notified Dir. Haynes Mar 30/20 L.J.D.

Copy

New York, April 1, 1920.

Phillips, care Haynes,
Dept. of Labor,
Wash., D. C.

Received Dept. of Labor, Apr. 1, 1920
Director of Negro Economics 4:30
p. m. kp

See Assistant Secretary immediately about Longshoremen's hearing with Secretary tomorrow. Hundred Negro longshoremen involved. Will Secretary need me.

Haynes,
Director.

4:23 p. m.

Mr. Phillips:
Consult with Mr. Kerwin, LFP
Apr. 1, 20

Mr. Kerwin gone. Mr. Cunningham gone. Can get no action on this tonight. Will follow up in morning. Phillips.

4/2/20

Mr Kerwin says "Dr Haynes' notes will be, what is ~~needy~~ needy to write a letter. They will be glad to confer with the Urban League at some other time"

Phillips

noted
GEH
4/19/20

Copy

New York City, 3:15 p. m. Apr. 1, 1920.

Phillips,
c/o Haynes,
Dept. of Labor,
Wash., D. C.

Received Dept. of Labor,
Apr. 1, 1920,
Director of Negro Economics
4:25 p. m. - kp

Send transmittal letter bulletin special delivery with return envelop. Prepare bulletin, submittal Saturday.

Haynes,
Director.

3:50 p. m.

This has been done.
kp April 1, 1920
kp

Mr. Gompers says a special delivery stamp is not justified. I bought one.
Phillips.

noted
Gbell
4/19/20

Haynes. Phillips

Director Negro Economics

April 2, 1920.

Haynes,
Care Interchurch World Movement,
45 West 18th Street,
New York

Do not come for Longshoremen conference.

PHILLIPS,
Assistant.

ATTEST:

Office of the Secretary
Contingent Expenses 1920

Karl T. Phillips

Assistant to the Director of Negro Economics.

Noted
Gert
4/19/20.

Haynes Phillips

Gen. No. 1

OFFICIAL BUSINESS

TELEGRAM

GOVERNMENT RATES

DEPARTMENT OF LABOR

FROM

Division of Negro Economics.

(BUREAU OR OFFICE)

Washington,

April 3, 1920.

George E. Haynes
Interchurch World Movement
45 West 18th Street
New York City.

Phillips invites you attend committee meeting. Period. Sessions to-night.

Assistant.
Office of the Secretary
Contingent Expenses, 1920.

CHARGE DEPARTMENT OF LABOR, APPROPRIATION FOR "_____"

14—171

DEPARTMENT OF LABOR

TELEGRAM

WU 22 Q 25 Govt.

NS...New York City. 10.55am. Apr.3,1920

Phillips,

Dep't Labor, Washington, D.C.

See Wilbur Phillips, executive secretary, New Community Organization, New Willard Hotel, about my attending executive committee meeting there.

Haynes.
Director.

1145a

RECEIVED
DEPARTMENT OF LABOR
APR 2 1920
Director of Negro Economics

1 Oclock pm. K. L. Phillips

ROBERT LANSING, Chairman General Committee
JOHN R. MOTT, Chairman Executive Committee

FRED B. SMITH, Vice-Chairman
WILLIAM HIRAM FOULKES, Vice-Chairman

GEORGE M. FOWLES, Treasurer
WILLIAM B. MILLAR, Secretary

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

HOME MISSIONS SURVEY
DEPARTMENT
45 West 18th Street
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

April 5, 1920.

Mr. Karl Phillips,
Department of Labor,
Negro Economics Division,
Washington, D. C.

My dear Mr. Phillips:

Your wire of April 3, has just reached this office, too late for Dr. Haynes to attend the meeting to which Mr. Phillips has extended an invitation.

Dr. Haynes can be reached care of Mr. Frank O. Beck, 1918 Association Bldg., Chicago, Ill. today and through Tuesday 6th. Further changes will be sent later.

Yours truly,

J.C. Manley.

Noted
K. L. Phillips
April 6, 1920.

Personal

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

4/7/20

My dear Phillips:

See if Bureau of Labor Statistics has any figures showing comparative incomes of white and colored workers in same industries and same districts; I wish to use these in connection with occupational opportunity. The Bureau may have them from the cost of living schedules.

Hope you have succeeded in getting Bulletin through to Secretary. Hope to get them a day next week.

Dr Taylor told me about your work on E. St Louis report in Mr Mann's office. See if you can get him to keep on Negro Economics appropriation.

Yours.

W. C. Hayes

April 8, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

The Bureau of Labor Statistics has no figures showing comparative incomes of white and colored workers in the same industries in the same districts. You will recall, however, that we have tables covering 30 industries (plants) for a number of occupations in meat-packing and slaughtering, and in the iron and steel foundry industries which show the comparative weekly and hourly wage paid to white and colored workers in the Illinois districts. We have only the carbon copies, the originals having gone forward with the bulletin.

If you wish the carbon copies, I can send them at once.

Mr. R. H. Leavell is particularly anxious to see you. He will be in New York on Saturday next and early the following week. Will you kindly keep on the lookout for him, as he has been in the office a number of times.

Yours respectfully,

Assistant to the Director
of Negro Economics.

Noted
Geest
4/19/20

Haynes-Phillips

April 22, 1920.

Personal

Dr. George E. Haynes,
Interchurch World Movement,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

Mr. Reid has just talked with me about the bulletin, just submitted, and has said that the Secretary has approved the publication of the bulletin, but, ALAS, that there is no MONEY AVAILABLE to print the bulletin before July 1, 1920 - a lapse of two months.

He suggests that we get out a series of news releases, beginning at once, in order that interested parties may have the benefit of the information. Please advise me at once about this procedure.

Of course, I am heartbroken about this delay. To have the bulletin come out after July 1, 1920, when we may not be here to read the proof and "finish" up. Requests are coming in for the information which the publication contains, which, of course, it is impossible for us to answer to each individual.

I have no further news on the appropriation.

I presume we had better write to the Chicago Race Commission, Mr. Leavell, and others, informing them of the condition. They have been counting on the information at an earlier date.

Regretfully yours,

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

April 24, 1920.

Mr. Karl F. Phillips,
Department of Labor,
Negro Economics Division,
Washington, D. C.

Dear Mr. Phillips:

Can you not ask the Assistant Secretary to see if the Commission of Labor Statistics would allow the bulletin, the publication of which has been approved, could be provided out of the unexpended balance which will probably remain in the fund of the allowance for the Negro Economics Division. It seems to me if you show him the bulletin and the character of the statistical material contained in it, he might agree to this or to give it as a section in the Monthly Review, with sufficient number of pages to print the report.

If this is not feasible and the plan for news releases is a last resore it may be necessary for you to ask for authorization to come to New York on official business, connected with this, that we may work the matter out here, as I shall be unable to come to Washington on official business within the next two weeks.

I shall then take the question of the requests of Chicago Race Commission with you, , also Mr. Leavell and others.

Yours very truly,

George E. Haynes

Director of Negro Economics.

GEH : M

Noted
KP
4/26/20

4/26/20
Mr Reid telephoned, saying that only "printing" money can be used for printing bulletin - None available
KP

Noted
Gleek
4/27/20
See next page

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

April 26, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

Dear Dr. Haynes:

I am hastening reply to yours of April 24th, just received, concerning the bulletin:

The bulletin now bears the indorsement of Secretary W. B. Wilson, as follows: "Print the report after July 1, 1920 - WBW - April 22, 1920".

The situation turning about the bulletin seems to be about as follows: (Although I have not been able to see Mr. Reid or Mr. Post this a. m., both being in important conferences):

1. Even though there were money available to print the bulletin, it could not be printed before July 1, 1920, account of the tremendous pressure on the G. P. O. by all the departments. I understand that the Labor Department has on the press far more than its proportion and that no more printing will be done for the Labor Department until July 1, 1920. Important legislative bills, reports (financial and otherwise), have the right of way ahead of such bulletins as your office proposes to publish.

2. It is estimated by Dr. Baldwin, that it would cost $2,500.00 to print your bulletin. Obviously, the balance which we have would be of no use, and even if it were, the work could not be done.

3. Dr. Baldwin says all they will give us in the Monthly Review would be five or six pages. He says they have had to cut down the Review one third, eliminating tables, graphs and the like. These eliminated types are the feature of our bulletin.

4. Apparently, news releases offer the only outlet. Dr. Baldwin and I agree that an inequitable amount of attention is given by readers to news releases, and that the value of material is greatly lessened under the news release system. It seems to me that the important material of your bulletin should come out in a more dignified way.

However, a very interesting series of stories can be made up from the bulletin; but Quaere - What effect will this have on the final bulletin, to be printed some day?

It would be necessary for me to bring up the bulletin so that you could shape up the stories, as you wish them,

Haynes - Phillips

Dr. Baldwin says they will be very glad to authorize my coming to New York to go over these points with you, in case you so desire.

If you decide that the Department can best be served by my coming up for a day or two, it will be convenient for me to come up Saturday afternon or night. If convenient to you, we could then take a few hours on Sunday morning or afternoon, and on Monday, day or night, if necessary, in order to go at length into this and other important matters.

In case you desire me to come, kindly advise me by return mail in order that I may arrange the office schedule and other plans accordingly.

Yours respectfully,

Karl F. Phillips

Expert, Bureau of Labor Statistics.

K P

It will be best to come Friday night. Leave for New England Monday noon - Sunday will be full.

Sec'y

Special Agent

April 28, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

Pursuant to your instructions, I shall report at your official station for departmental business on next Saturday morning at 9 o'clock, later adjustments subject to your convenience.

Yours very truly,

Expert - Bureau of Labor Statistics.

Hayes Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

April 30, 1920.

Memo:

To: Miss M. L. Campbell

Ascertain in the morning from Mr. Gompers whether or not the Negro Economics appropriation was favorably reported out by the House Subcommittee, and, if so, what amount was appropriated.

Telegraph this information by personal telegram to Dr. Haynes.

Respectfully,

Karl F. Phelps

Expert - Bureau of Labor Statistics.

I will refund the price of telegraph - not to be over 10 words.
I have no change at this time.

I shall be in office Wednesday morning, subject to change

KP

Form 12

CLASS OF SERVICE DESIRED	
Telegram	
Day Letter	
Night Message	
Night Letter	

Patrons should mark an X opposite the class of service desired; OTHERWISE THE MESSAGE WILL BE TRANSMITTED AS A FULL-RATE TELEGRAM

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

Receiver's No.
Check
Time Filed

Send the following message, subject to the terms on back hereof, which are hereby agreed to

May 1, 1920.

George E. Haynes
Interchurch World Movement
45 West 18th Street
New York City.

Appropriation Sundry Civil Bill for Negro Economics fifteen thousand dollars.

35 Ct

Haynes-Phelps

New York City, May 3, 1920.

Miss Mattie Campbell,
Department of Labor,
Washington, D. C.

Dear Miss Campbell:

Dr. Haynes is leaving this morning for Hartford and I may be a day or two late in returning. Please take last year's budget and work over a new estimate based on the $15,000.

Yours very truly,

Karl T. Phelps

KP/AL

Assistant Director Negro Economics.

RECEIVED
DEPARTMENT OF LABOR
MAY 4 1920
Director of Negro Economics

Haynes Phelps

May 7, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

I have checked up some of the appropriations for other divisions of the Department of Labor as follows:

Women in Industry	$75,000	(increase of $35,000)
U. S. Employment	225,000	
U. S. Housing	1,065,000	
Negro Economics	15,000	

Respectfully,

Expert - Bureau of Labor Statistics.

Glast
5/16/20

Haynes-Phelps

New York City, May 8, 1920.

Mr. Karl F. Phillips,
Expert - Bureau of Labor Statistics,
Department of Labor,
Washington, D. C.

My dear Mr. Phillips:

In the absence of Miss Manley I am sending you the itinerary of Dr. Haynes.

May 7 - 8	St. Louis, Mo.	Pine Street Y. M. C. A.
May 9	en route	
May 10-11	Cleveland, Ohio.	Hollenden Hotel.
May 12 - 14	St. Louis (?)	Pine Street Y. M. C. A.
May 12 - 15	New York (?)	
May 16	en route	
May 17 - 19	Knoxville, Tenn.	% A. M. E. Zion Conference.
May 20 - 22	Atlanta, Ga.	200 Auburn Avenue.
May 23 - 24	Washington, D. C.	
May 25	Hampton, Va.	

Yours very truly,

G. E. Haynes

Director of Negro Economics

RECEIVED
DEPARTMENT OF LABOR
MAY 11 1920

Noted
KP
5/11/20
Haynes-Phillips

May 12, 1920.

Miss A. H. Lyons,
c/o Dr. George E. Haynes,
Interchurch World Movement,
New York, N. Y.

My dear Miss Lyons:

I thank you for your letter of May 8, indicating Dr. Haynes' present itinerary. If it is changed between now and the 24th I shall thank you or Miss Manley so to advise me.

Yours very truly,

Assistant - Director of Negro Economics.

Hayes Phillips

Gen. No. 1

OFFICIAL BUSINESS

TELEGRAM

GOVERNMENT RATES

DEPARTMENT OF LABOR

FROM

Division of Negro Economics.
(BUREAU OR OFFICE)

Washington,

May 12, 1920.

George E. Haynes
Director Negro Economics
Care of Interchurch World Movement
45 West 18th Street
New York City.

Important you should be here today and to-morrow.

Expert, Bureau Labor Statistics.

Office of the Secretary
Contingent Expenses, 1920.

Loyum Phillips

CHARGE DEPARTMENT OF LABOR. APPROPRIATION FOR "....."

14—171

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

5/16/20

May 12, 1920.

Statement -

Action taken by Karl F. Phillips - TODAY

- - - - -

Negro Economics appropriation stricken out on point of order.

1. Conference - Mr. John B. Densmore
   Conference - The Secretary, Mr. Densmore, Miss Anderson
   Conference - Mr. R. H. Leavelle
   Conference - Mr. Charles E. Hall
   Conference - Assistant Secretary Post
   Conference - Mr. Frank Byron
   Conference - Mr. Luther C. Steward

   Subjects: Appropriations - Nolan Wage Bill - Mimimum wage laundry workers.

   House procedure - Senate procedure.

2. Correspondence - Wrote Haynes
   Wired Haynes
   Wired Magill
   Prepared chart of expenses
   Wrote Southern Sociological Congress
   Wrote United Civic League
   Wrote Wheeling N. A. A. C. P.
   Prepared digest for Secretary
   Prepared letter of transmittal for Secretary
   Prepared key-list for Luther C. Steward
   Prepared memorandum for Senator Calder

3. Miscellaneous:

   Wrote McCracken
   Investigated percentage of increase of Negro farm operators for Mrs. Haynes

   Unable to reach Dr. McCulloch - will try May 13th.

   No responses from letters or wires to Dr. Haynes.

Karl F. Phillips

Haynes Phillips

ROBERT LANSING, Chairman General Committee
JOHN R. MOTT, Chairman Executive Committee

FRED B. SMITH, Vice-Chairman
WILLIAM HIRAM FOULKES, Vice-Chairman

GEORGE M. FOWLES, Treasurer
WILLIAM B. MILLAR, Secretary

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

HOME MISSIONS SURVEY DEPARTMENT
45 West 18th Street
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

May 13, 1920.

Mr. Karl F. Phillips,
Assistant Director of Negro Economics,
Department of Labor,
Negro Economics Division,
Washington, D. C.

My dear Mr. Phillips:

In a letter dated May 8 , Dr. gives the following changes in his itinerary:

10-11	Cleveland, Ohio	Hollenden Hotel.
12-13	St. Louis, Mo.	c/o Pine St. Y.M.C.A.
14-15	Knoxville, Tenn.	c/o A.M.E. Conference.

No letter sent to Washington office
KP

Yours very truly,

J.C. Manley.

Noted
KP
5/14/20

ROBERT LANSING, Chairman General Committee
JOHN R. MOTT, Chairman Executive Committee

FRED B. SMITH, Vice-Chairman
WILLIAM HIRAM FOULKES, Vice-Chairman

GEORGE M. FOWLES, Treasurer
WILLIAM B. MILLAR, Secretary

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

HOME MISSIONS SURVEY
DEPARTMENT
45 West 18th Street
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

May 13, 1920.

Mr. Karl F. Phillips,
Department of Labor,
Negro Economics,
Washington D. C.

Dear Mr. Phillips:

Your wire dated May 12, sent at 4:15 P M, has just been received - at ten o'clock today. Same has been wired to Dr. Haynes, St. Louis, Mo.

Also your telegram dated the 12th was forwarded yesterday, to same address.

Yours very truly

JCManley.

Noted
KP
5/14/20

Expert - Bureau of Labor Statistics

May 15, 1920.

Dr. George E. Haynes,
Director Negro Economics,
Care AME Conference,
Knoxville, Tenn.

OFFICIAL BUSINESS - GOVERNMENT RATE

R u s h

Senate hearing continued Monday morning. By all means come.

PHILLIPS,
E x p e r t.

ATTEST:

Office of the Secretary
Contingent Expenses 1920

Karl F. Phillips

Expert - Bureau of Negro Economics.

Hewitt
5/16/20

H-Phil.

DEPARTMENT OF LABOR

TELEGRAM

GPo. Da.

Mr. Phillips,

Department of Labor,

Washington.

Your telegram of the 15th addressed to Dr. Geo. E. Haynes director Negro Economics care A. M. E? Conference, Knoxville, Tenn., has not been delivered for the reason party said to be in Washington

Postal Tel Co.,

Washington, D. C. May 15, 1920

May 17, 1920...9:08 A.M.

noted
RB
5/17/20

Haynes-Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 18, 1920

Mr. Karl Phillips,
Negro Economics Division,
Department of Labor,
Washington, D. C.

Dear Mr. Phillips:

Please take at once to Mr. Post copy of the hearings before the Appropriation Committee and the Congressional Record Pages with the discussion on the floor of the House. He asked yesterday to see them.

Yours very truly,

George E. Haynes

GEH/AL

Director of Negro Economics.

To Haynes:

This will be done today. However, the Congressional Record, which I gave you Sunday and which belonged to Mr. Post, seems to be missing. Did you take it to New York?

Karl Phillips

No, sire! It is not such an illuminating document. Negro Economics Division director

Haynes Phillips

THE RACIAL QUESTION

"The fundamental basis upon which the race question must be considered and determined is that the colored man of the United States is a citizen precisely as the white man of the United States is a citizen. Each is an American; each has proven his loyalty to the principles for which the flag stands; each has fought its battles and shared in its victories; and each is entitled to the equal protection of the law in his life, in his property, and in his liberty.

"Equality of opportunity, equality before the law, equality in the sight of God, and ~~not equality in social relationship~~, is the demand and the right of the colored man."

/X

SPEECH

OF

HON. SELDEN P. SPENCER

OF MISSOURI

IN THE

SENATE OF THE UNITED STATES

SATURDAY, MAY 22, 1920

WASHINGTON
GOVERNMENT PRINTING OFFICE
1920

182273—20883

SPEECH

OF

HON. SELDEN P. SPENCER.

COMMISSION ON THE RACIAL QUESTION.

Mr. SPENCER. Mr. President, I have introduced for the consideration of the Senate a bill known as S. 4267, which is now before the Committee on the Judiciary. I ask unanimous consent that the bill may be incorporated in what I am about to say.

The PRESIDING OFFICER. If there is no objection, it will be so ordered.

The bill (S. 4267) introduced by Mr. SPENCER April 21, 1920, and referred to the Committee on the Judiciary, is as follows:

Be it enacted, etc., That a commission of nine persons, citizens of the United States, be, and is hereby, created to be known and designated as the Commission on the Racial Question in the United States of America.

The commission shall be composed of three white men from the South, three white men from the North, and three colored men.

SEC. 2. That said commission shall be appointed by the President of the United States, by and with the advice and consent of the Senate, and shall be divided into three groups of three men in each group, two white and one colored; that the term of the first group shall be for one year, the second group for two years, and the third group for three years.

SEC. 3. That the commission shall have authority to inquire into and thoroughly investigate the conditions surrounding the colored people in the United States, ascertain, if possible, the cause of the unrest among them, and, if there be racial friction, the cause of the same, and to suggest such remedies as they may deem best calculated to relieve the situation and to bring about harmonious relations between white and colored Americans.

They shall have power to send for persons and papers, administer oaths and affirmations, employ experts, and, when necessary, travel from place to place in order to ascertain the true conditions affecting the interests of the colored people in different sections of the United States.

SEC. 4. That the expense of the commission shall not exceed the sum of $50,000 for any one fiscal year; to include compensation of the commissioners when engaged in actual service of the commission not exceeding $15 per day; rental of quarters if not otherwise provided for; traveling expenses; clerk hire, and all other necessary expenses connected with the work of the commission.

The expenses of each commissioner, when in active service of the commission, shall not exceed the sum of $7 per diem.

SEC. 5. That the commission shall report to Congress, at the beginning of each session in December, the findings of the commission for the year in which the report is made, and shall also give an itemized account of the expense of the commission during that year.

SEC. 6. That the commission shall have the power to fix the compensation of a secretary, not exceeding $3,600 per year, and to make rules governing the procedure and workings of the commission.

SEC. 7. That the commission shall be under the supervision of the Secretary of the Interior, who shall approve all drafts upon the Treasury, made by the authority of the commission, before they are allowed.

Mr. SPENCER. Mr. President, this bill relates to one of the emergency problems with which our country has to do, one that involves alike our national welfare and that fundamental justice which has so signally characterized our history.

There are approximately 12,000,000 of the negro race in the United States. In mere numbers, as in efficiency and patriotism, they are an essential part of American life. In some parts of the Union they outnumber the white race. The absolute necessity of mutual confidence and understanding and cooperation between the white race and the colored race needs only to be stated in order to be at once recognized by both alike.

The fundamental basis upon which the race question must be considered and determined is that the colored man of the United States is a citizen precisely as the white man of the United States is a citizen. Each is an American; each has proved his loyalty to the principles for which our flag stands; each has fought its battles and shared in its victories; and each is entitled to the equal protection of the law in his life, in his property, and in his liberty. Any attempt to deny this equal right before the law is more of a disgrace to those who attempt it than it is to those who suffer by it.

On December 18, 1865, there was finally adopted the thirteenth amendment to the Constitution of the United States, which provided that—

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

Congress shall have power to enforce this article by appropriate legislation.

The first State to ratify this amendment was the Republican State of Illinois, which ratified it on the same day on which it was submitted to the States by Congress—February 1, 1865—and there followed in rapid succession a number of Republican States. The last State to ratify it was Georgia, on December 9, 1865, though six States ratified it after it had become a part of the Constitution.

THE NEGRO AS THE OWNER OF PROPERTY.

Since that time the negroes of the United States have acquired property worth more than $1,000,000,000.

They have acquired lands exceeding 21,000,000 acres, an area greater than the entire State of South Carolina, and cultivate an equal amount in addition, owning or renting approximately two-thirds of the cultivated land of the South. The

50 years of progress of the negro race in the United States has surpassed any progress under any like circumstances in the history of the world.

When the Russian serfs were emancipated in 1861, they had in 50 years accumulated approximately $36 for each individual, amounting in the aggregate to perhaps a half a billion dollars. The negroes, in the first 50 years of their freedom, acquired nearly double that amount—$70 for each individual, with an aggregate of $700,000,000.

The real estate which the negro has acquired is a permanent investment.

The negro is a home-acquiring race. The census of 1910 shows that 506,590 homes were owned by negroes, of which 221,535 were farm houses and 285,055 were homes in the city.

The census of 1920, following the same ratio as in previous years, will undoubtedly show more than 600,000 homes owned by negroes.

The negro has established more than 50,000 successful business enterprises. One hundred insurance companies are owned by negroes. Banks doing an annual business of $20,000,000 and with a capitalization of nearly $2,000,000 mark their activity in finance.

THE NEGRO IN WAR.

In the war, of men selected by the draft, 74.60 per cent of the negroes were accepted, and 69.71 per cent of the whites were accepted. The first soldiers of the American Army decorated for bravery were two negroes, Henry Johnson and Needham Roberts, of the Three hundred and sixty-ninth Infantry, which was formerly the Fifteenth New York National Guard.

Four whole negro regiments, the Three hundred and sixty-ninth, Three hundred and seventieth, Three hundred and seventy-first, and the Three hundred and seventy-second, and the First Battalion of another negro regiment, the Three hundred and sixty-seventh, were awarded the croix de guerre for heroism in action. In addition, there were some 400 individual medals of honor granted to negroes for bravery in action. This statement, made by Robert R. Moton, principal of Tuskegee Institute, at the American Sociological Congress, in May, 1920, gives striking evidence of the patriotism and loyalty which has so nobly characterized this part of our citizenship.

The negroes provided $225,000,000 for Liberty loan and war-work activities. There was a contribution of $100,000 by a wealthy negro farmer, David R. Raines, of Louisiana. There was one contribution of 15 cents, which was the entire worldly wealth of Gilbert Denham, an 87-year-old negro of Greenville, Ala.

Three hundred thousand negroes, with cheerfulness and efficiency and with songs and laughter, worked long hours and oftentimes in mud up to their knees as stevedores, unloading and transmitting supplies and ammunition without which the American Army could not have existed.

THE NEGRO IN EDUCATIONAL AND PROFESSIONAL LIFE.

In education, 300 counties are employing colored supervising industrial teachers with an annual pay roll of $292,752 fitting teachers to take care of the small country school.

In 1910 there were 29,727 negro teachers, 34,962 negro ministers, 3,409 physicians and surgeons, 478 dentists, and 7,056 in other occupations, making a total of over 70,000 in professional life. To-day more than 40,000 teachers are presiding over schools, in which 2,000,000 negro children are enrolled.

In the ministry their eloquence in the preaching of their gospel and their fidelity to the exacting duties of this high office is perhaps best illustrated by the confidence and reverence of the constantly increasing number to whom they minister. More than $68,000,000 have been, with much sacrifice, invested in permanent church property.

In law every large community recognizes and appreciates the existence and the exceeding helpfulness in the administration of the law of the negro lawyer who with the years acquires greater confidence and cooperation in the profession.

In medicine, not alone in the general practice among their race in the alleviation of the suffering and the remedying of disease and injury, but as well in the fields of research and medical literature the negro has taken a place of prominence almost incredible in its importance when it is remembered the comparatively short time in which this as well as other avenues of professional life have been freely and fully opened to him.

More than 1,000 patents have issued to him and speak with no uncertainty of his part in that inventive genius which has so conspicuously been manifested in the history of our country.

Five hundred newspapers and periodicals are edited and published by negroes in an ever-enlarging determination to keep their race informed of current events and of governmental and general principles with which every citizen ought to be familiar.

The race problem is no more the negro problem than it is the white man's problem. It affects both alike, and upon its right solution depends the welfare of each race, as well as in no small degree the stability of our Nation. It is not the problem of the South any more than it is the problem of the North. The mere fact that a large majority of the colored population of the country live in the South does not in any sense make it a southern problem.

If disease and lawlessness and ignorance are allowed to exist in one part of the country, its contagion will rapidly spread to all parts of the country. No section of the United States can permit a recognized wrong to exist without affecting the whole Nation as well as itself.

Every time a negro is treated unjustly, precisely as is true when a white man is treated unjustly, it affects the whole body politic, and if that injustice spreads and becomes a habit, it presents a serious national problem.

The inequality in the provision for the education of the two races in some sections of the country is appalling. In 1911 and 1912 the figures which I have been able to obtain indicate that the average amount spent in the South for education of children between the ages of 6 and 14 was $10.32 for white children and $2.89 for black children. The greatest discrepancy was in Louisiana, where $13.73 was spent for every white child and only $1.31 for each black child.

The report of the United States Commissioner of Education for 1916 shows that 87.2 per cent of the amount spent for agricultural and vocational training in the South was used for white men, and but 12.8 per cent to increase the working efficiency of the negro.

The result in illiteracy is to be expected; 48.4 per cent of the colored population is illiterate, against 14.4 per cent of illiteracy among the white population, and yet in the half century just past the general per cent of illiteracy among the negro race in the United States has been reduced from 95 per cent to about 30 per cent.

Education, fair labor conditions, and full opportunity for personal development, together with condemnation and prevention of lynching, protection of the home, and of the ballot are the fair demands of the negro.

The same method of reformation and opportunity should be opened to the younger colored boy and girl, who offends for the first time against the law, as is open to the white boy or girl under similar circumstances.

Equality of opportunity, equality before the law, equality in the sight of God, and not equality in social relationship is the demand and the right of the colored man.

The intelligent colored man is as much determined to preserve the integrity of his race as is the intelligent white man.

Undoubtedly there are radical, hate-engendered utterances made by colored men in the excitement of race discrimination, but they are no more indicative of the sentiment of the great body of the negro people than are the same kind of utterances of which we read with indignation and anxiety when uttered

by white men. There must be a recognition of the rights of the colored man as a condition to the fair and permanent solution of the race question.

The church, the school, the development of industrial and agricultural life, the playgrounds for colored children, and the legitimate recreations for colored adults are factors neither to be overlooked nor hampered.

As Bishop Calloway once stated:

> The race question is not a question for small politicians, but for broad-minded patriotic statesmen. It is not for theorists, but for clear-visioned humanitarians. All our dealings with the negro should be in the spirit of the Man of Galilee.

The race question is not a political question; it is an American question.

The railroads have no more right to furnish to negro patrons at precisely the same cost per mile of travel accommodations of an inferior quality than that which they furnish to a white man than the grocer or druggist has to furnish to the colored man at precisely the same price an inferior article to that which he sells to the white man. Equal accommodation, not joint use of cars, is the demand.

The colored boy has precisely the same right to an education that the white boy has.

His treatment in the courts, both by trial and by punishment, ought to be influenced alone by the same considerations as are used in connection with the trial and punishment of white men.

There is a need and a place for the colored man on the farm, in the shop, in the school. There is a need of the colored doctor, the colored lawyer, the colored minister, the colored teacher, the colored professional man in every vocation of life precisely as there is a need of white men in similar occupations.

You can not make the white man happy by making the negro unhappy, nor can you safeguard the virtue of one race by destroying the virtue of another. You can not deal unjustly with the black man without an equally deteriorating effect upon the white man.

The negro is essentially religious and patriotic and in these two approaches is the path to the solution of the race question. There is equality in the sight of God and there is equality before the law, and neither of these opens the door in the slightest way to an impairment of the integrity of either the white or the colored race.

The colored man has a pride in his race, in its history, and in its achievement, and a hope and confidence for its future which is, and by right ought to be, the equal of the pride of the white man in his race and in the hope of its future.

Brute force or superiority in numbers furnishes no basis for a violation of the rights of the weak or of the minority. We must consider the negro as an American, with constitutional guaranties of life, liberty, and the pursuit of happiness, precisely equal to those same guaranties in the case of the white man.

Punishment for wrongdoing ought to be as prompt and severe with the colored wrongdoer as with the white wrongdoer, but there is no justification either in history or in result for lawless punishment of either white or black any more than there is any justification for either a direct or a camouflaged violation of the constitutional right which the colored man has to vote and to have his vote counted.

If the colored man is deemed worthy to carry a rifle in the defense of his country and to risk his life for the honor of his nation, who shall say that he is unworthy to cast a ballot in the government of that nation whose life he has helped to preserve?

These principles lie at the foundation of the consideration and determination of the racial question in the Nation. It is a question that must be settled, and it must be settled right.

More than 1 out of every 10 in the United States is a colored individual, and every reason of national welfare demands a fair, sane consideration of the question. It is useless to close our eyes to the fact that there is a widespread feeling of discontent and of hatred in the hearts of the colored citizens of the United States. Much of this is occasioned by misunderstanding; some of it is entirely well founded.

The question can never be adequately solved without representation of the white man of the South in its solution. The white man of the South has been longest identified with the colored man, is more familiar with his characteristics, and when he approaches the solution of the question, apart from prejudice, he is apt to propose the wisest and sanest plan.

In any body that deals with the question there must, of course, be the representatives of the colored race itself. By every right of representation, by every recognition of educational advancement, by every reason of common fairness they should and they must have a part in the consideration and determination of the question which has to do with their own race.

The white man of the North, while lacking in experience in the question, has the advantage of a certain impartiality, and the combination of the white man of the South and the white man of the North and the colored man produces the commission which ought to consider this question. It is precisely such a commission that is provided for in the Senate bill.

182273—20883

O

Gist
5/22/20

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

May 22, 1920.

W. D. Haynes:

Bearing in mind the hard-and-fast departmental rule that correspondence with members of Congress "shall be signed by the Secretary or the Assistant Secretary," I hesitate to sign your name to the accompanying letters.

As you will be here Monday, and as there is ample time before the Sundry Civil Bill will come up for open debate, I leave this matter for your personal settlement.

Respectfully,
Jas. J. Phelps
Negro Economic Division

Director of Negro Economics

May 22, 1920.

Dr. George E. Haynes,
c/o AME Zion Conference,
Knoxville, Tenn.

Senate Committee fails to approve appropriation.

PHILLIPS,
Expert.

- -

ATTEST:

Office of the Secretary
Contingent Expenses - 1920

Expert - Bureau of Labor Statistics.

Haynes-Phillips

Gist
5/24/20

DEPARTMENT OF LABOR

TELEGRAM

RECEIVED
DEPARTMENT OF LABOR
JUN 1 - 1920

Director of Negro Economics

Mr. McGrath: Can you arrange for a conference between the Secretary, Mr. Haynes & myself for a date tomorrow? L.F.P. 6/2/20

3 pm K. J. Phillips

GU 3 Q 25 COLLECT Govt.

MS...New York NY -155pm June 1,1920

Phillips,

Care Haynes, Department of Labor, Washington, D.C.

Please arrange conference with Assistant Secretary and thru him with Secretary, any time tomorrow. (June 2/20 L.F.P.)

Haynes,

Director.

245pm

1st Indorsement

June 1, 1920.

1. Instructions noted.
2. Respectfully transmitted to the Assistant Secretary of Labor

Karl F. Phillips

Expert - Bureau of Labor Statistics.

2:30 Wednesday June 2 seen with Mr Post 6/2/20 2:30 pm

Haynes-Phillips

June 3, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th St.,
New York, N. Y.

Dear Dr. Haynes:

Mr. Densmore's office stated that as far as was known at this time, an appointment for 4:30 Saturday afternoon would be agreeable to Mr. Densmore, but that there was the possibility that something might turn up which would prevent it - that Mr. Densmore might leave town.

Yours respectfully,

Expert - Bureau of Labor Statistics.

GEH 5/5/20

Haynes - Phillips

DEPARTMENT OF LABOR

TELEGRAM

PO.....8 Q . 22 Govt

PR....New York City. June 5,1920.

Phillips

Care Haynes Dept of Labor, Washington, D.C.

Starting ten eight coming office to see Mr Densmore upon arrival.

Haynes, Special Agent.

11:32am.

RECEIVED
DEPARTMENT OF LABOR
JUN 5 - 1920
Director of Negro Economics

6/6/20

6/5/20 Telephoned Mr Densmore, who said he would be able to see Mr Haynes at 4 o'clock.

Karl G. Phillips
Exper't, Bureau of Labor Statistics

Haynes-Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

June 8, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
200 Auburn Avenue,
Atlanta, Ga.

My dear Dr. Haynes:

The Chief Clerk of the Department has just called me into a brief conference and has informed me of the following arrangement regarding the financing of your work from July 1, 1920, to March 3, 1921:

	Salary	Remarks
George E. Haynes	$2,100	Pending appointment on roll to be designated by Secretary
Woman Assistant	$1,600	Women's Bureau
Mattie L. Campbell	1,000	Bureau of Labor Statistics
Karl F. Phillips	$1,500	Children's Bureau

All these salaries carry bonus, with the possible exception of the Women's Bureau item, says Mr. Gompers, and in case that item does not carry the bonus, Mr. Gompers says the salary will have to be increased.

Instructions have been issued to the respective chiefs and this arrangement will go into effect on July 1, 1920. The Secretary is handling your appointment.

Yours respectfully,

Karl F. Phillips

Expert - Bureau of Labor Statistics.

Gatt
6/9/20

4 P

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

June 9, 1920.

Dr. George E. Haynes
Director, Negro Economics
200 Auburn Avenue
Atlanta, Georgia.

Dear Dr. Haynes:

Mr. Post reaffirmed the arrangements for your staff as given to me yesterday by Mr. Gompers.

He has supplemented his statement by saying that steps should be taken at once by the Children's Bureau and by the Woman's Bureau to get out a report embodying matters relating to Negro children and Negro women. He says this report should be gotten out in concrete form and made ready for early release throughout the Country.

He says, also, that you should begin at once to prepare a bill for the perpetuation and permanency of the Division of Negro Economics. This bill, he says, should be introduced in Congress at the very earliest date and that all possible action looking to its passage should be taken, so that on March 3, when the present arrangements have ceased, moneys shall have been appropriated to carry forward the work from that date and during the future fiscal years.

He says that he wants to see you without fail the next time you are here. I understand that you will be here on the 16th. It is possible that on the 17th, 18th and 19th I shall be taking some examinations, for which I made application sometime ago.

Yours respectfully,

Karl F. Phillips

P/MLC

P. J. Mr. Post says other "things will be supplied as you need them."

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

Hampton, Va
July 8, 1920.

My dear Mr. Phillips:

I shall be at the office Saturday of this week and Monday of next week instead of Friday as before planned.

Please arrange my engagements accordingly. Also please find enclosed additional checked mailing list.

Yours truly
George E. Haynes
Director, Negro Economics.

Noted
RP 7/9/20
Haynes - Phillips

RECEIVED
DEPARTMENT OF LABOR
JUL 9 1920
Director of Negro Economics

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

July 20, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
Hampton Institute,
Hampton, Va.

My dear Dr. Haynes:

In response to your inquiry regarding status of bulletin, the Division of Publications and Supplies advises that the bulletin is at the Government Printing Office, from which first-proof copies are expected in due course.

Yours respectfully,

Karl F. Phillips

Special Agent.

Noted
GEH
7/24/20

Haynes - Phillips

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

July 24, 1920.

Dr. George E. Haynes,
Holly Tree Inn,
Hampton Institute,
Hampton, Va.

My dear Dr. Haynes:

In preparing the letters of inquiry to committeemen in the states, I am leaving the Florida list last for the reason that I want to be sure that you wish to renew the work in Florida. Will you please verify your wish to make inquiries in Florida. Do you not think it best, for the present, to eliminate Florida on account of possible misunderstanding when committeemen make inquiries, as they must, of Florida persons and plants?

Miss Campbell will be back Monday morning, and I shall plan to take an afternoon or two this week for a bit of a rest.

Respectfully,

Karl F. Shelby

Special Agent.

noted GEH 8/3/20

Haynes - Shelby

July 28, 1920.

Dr. George E. Haynes,
Holly Tree Inn,
Hampton Institute,
Hampton, Va.

My dear Dr. Haynes:

In a letter received today from Dr. Emmett J. Scott, he makes reference to an article appearing in the July, 1920, number of the "Southern Workman" which relates to you and your work. I write you thus, inasmuch as you are now at Hampton and can easily procure a copy of the magazine.

Yours very truly,

Special Agent.

Noted
GEH
8/3/20

Harper - Phillips

KP

Am now decided to remain here over Monday, arriving at office on Tuesday morning. I plan to go to Philadelphia in the afternoon.

GBH
7/29/20

Noted

Hayes-Phillips

KP

August 25, 1920.

Memorandum to Dr. Haynes:

I have just made an effort to secure travel authority (blanket) effective July 1, 1920, to cover your travel under the present departmental arrangement. I made the effort through the Immigration "Issuing Officer" - Mr. Russell - thence through Mr. Crown (who handles such matters). Mr. Crown states he can issue no authority, excepting over the instructions of Mr. Cammineti, and states you should take up the request with Mr. Cammineti, direct.

Undoubtedly you, rather than I, should follow this matter up.

Respectfully,

Special Agent.

August 19, 1920.

Memorandum:

To: The Director of Negro Economics
From: His assistant
Subject: Report and plans - Women's Bureau - Negro workers.

I have gone carefully over the file which is purported to support the proposed report of the Negro Industrial Agent, with regard to the studies of Negro women workers during the war and post-war periods, and find that -

1. There are practically no concrete facts, figures or circumstances which support the data of the proposed report -

2. That there is resultantly a considerable risk in the department's assuming responsibility for the report in its present shape, because

   a. It consists of conclusions, without logic, and
   b. It contains too many matters of opinion, without reasons therefor.

3. Consequently, two-thirds of the report should be eliminated, and a complete revision made, probably possible in eight to ten pages.

It seems to me that future studies to be made by the incoming Industrial Agent would have to be made along one of two lines -

1. Comparative to the studies made by the former agent, that is to say - comparing present conditions with those discovered by the former Agent - or

2. New studies, disregarding, if necessary, previous conditions, and being intensive and exhaustive as to conditions as found today.

The danger of pursuing studies along the line mentioned under "1" is that the present Industrial Agent will be <u>limited</u> in scope and in material to the field and opinion of the former Agent. It may be that the present Agent can construct a more "wholesome" and more comprehensive questionnaire than that used by the former Agent.

The slight danger of pursuing "new studies" only, it seems to me, lies only in the probable lack of comparisons of conditions of war and post-war periods. I think this danger is discounted, however, by the "new approach" which the present Industrial Agent can invoke. It is probable that her new questionnaire will be better fitted to present-day conditions. Then, too, in some cases it will be possible for her to give greater emphasis to things which are really more "vital" today than they were "yesterday" - such as wage scales, hours of service, etc.

Therefore, I respectfully recommend -

1. That the report of the former Agent be revised and handled by itself in one of the ways recommended by you in your memorandum of yesterday - and

2. That the present Agent complete her outline and questionnaire and be assigned to new studies.

Respectfully,

Fanny J. Phillips

Special Agent.

August 18, 1920.

Memorandum:

From: The Director of Negro Economics
To: The Director of the Women's Bureau
Subject: Draft of Report of Mrs. H. B. Irvin

I have gone carefully over Mrs. Irvin's report and have attached some detailed suggestions on specific pages. The report, as a whole, has some good figures and analyses of what was found in the plants visited. This part, with revision and separation from the two other parts mentioned below, could be put in shape for publication, but it would be quite brief, - probably not more than ten or twelve pages.

Another part of the report relates to remedial suggestions and recommendations which were formulated and offered to interested parties by the representative of the Women's Bureau. This, however, has been summarized and mentioned on page 23 of the Director's First Annual Report, and, if included in Mrs. Irvin's report, should probably be summarized in two or three pages. There are two or three accounts of successful experiments which were carried out following recommendations. These should be given. If the files of this material disclose any further similar accounts of experiments, they should be written up and included.

The third part of the report, which relates, mainly, to general community questions, contains, only here and there, statements of objective facts and conditions. Such observations only, of this part of the report, should be retained.

Most of the statements about the situation of Negro women in industry after the War are rather vague and indefinite, and could be supplemented by visits to the plants and the actual gathering of the facts as the first part of the report has them for the period during the War.

Use of the material may be made, to make it available to the public, in one of two ways: First, supplementary studies of the situation of Negro women in some of the typical centers covered by this material could be made at the present time by gathering the facts for comparison of conditions. Miss Shields could gather some

of this material. This is, to my mind, less desirable than a second alternative,- namely, to cull out the usable material now and publish it either in a separate pamphlet or to combine it with the bulletin "The Negro at Work during the War and Reconstruction", now on the press. It could be made a special section of this bulletin with title and credit to Mrs. Irvin and the Women's Bureau. I shall be glad to discuss this with you.

Yours respectfully,

Director of Negro Economics.

h
p
Enclosure - accompanying.

NEGRO WOMEN IN INDUSTRY

Page 1:

a. Purpose of U. S. Dept. of Labor to - "of wage-earning women" etc.
b. Study not covering "all industrial occupations at which the three million Negro working women of the U. S., are employed."
c. One hundred seventy plants - - surveyed? Plants and industries "investigated".
d. "Long-distance studies". What does this mean?
e. Introduction is not supported by text of report.

Page 2:

a. Community problems studied and recommendations, etc.
b. More than 50% of Negro wage-earners are women?
c. "With elementary education" etc.

Page 4: Table poor. Should be reconstructed.

Page 5:

a. Over 5,000 doing office work in 16 offices. Government work constitutes how much of "card filing, clerking" and "typist, stenographer" - "were found to be equal to any observed." In what respects?
b. "Abattoir" mispelled. - Correct it.

Page 6: Appreciated the "shorter" working day. Shorter than what? Armistice meant dismissal of most of these workers. "For majority" etc. Where are facts of numbers in plants since armistice to show this?

Page 7: Workers seeing these advantages are organizing. Are advantages due to organizing?

Page 8: "Many are still to be found". How many? "Are working under most objectionable conditions". What are they?

Employment managers "invariably insisted upon hiring only pretty types". How do you know?

Vague. "The working season being approximately identical with the school term."

Pages 8 and 9:

General opinion - without data.
Tobacco: Fearfully vague and unspecific: Age, wage rate,

available industries?

Page 9: Paragraph on "hotels" fearfully vague and almost immaterial. "These latter were afterward". After what?

Page 11: General statements without data.

Page 14: "Conditions apt to be" etc.

Page 16: (d) General opinion - without data.

Page 17: (b) Organization statement unsupported.

Page 18: Paragraph four: How can you prove it? Next paragraph vague.

Page 19: "Education". Words! This is not fundamental elementary education in industry. It is the "polishing up" which should follow an education in the understanding of industry - - of work.

Pages 23-29. Account of what representative of Women's Bureau did rather than what was discovered.

Page 23. "Administrative Methods". What are they? What should they be? (This part should be left out).

Page 25. Second paragraph. The "climax" is given before "tragic moments" and "moments of last suspense."

"Addresses made at" incomplete.

August 19, 1920.

Memorandum:

From: Emma L. Shields, Special Agent,
To: The Director of Negro Economics.
Subject: Draft of Report of Mrs. H. B. Irvin

The following comments on the above report are respectfully submitted:

Page 1: The introduction does not set forth the contents of the report.
Paragraph 1 should be rewritten, eliminating all except a concise statement of the purpose of the study.
Paragraph 2: The last sentence is unsupported by facts - too vague.

Page 2: Paragraph 1: Too vague and questionable.
Paragraph 2 should be eliminated.
Paragraph 3 should be condensed and the exact number of Negro women in industry included instead of "large numbers."

Page 7: Paragraph 2: Not clear. Should contain some concrete deduction from the wage scale as shown in the table.
Antededent of "this"?
Paragraphs 3 and 4 should be united.

Page 8: Concrete examples.

Page 9: Paragraph 2. Approximate figures, where possible.

Page 10: Paragraph 2: The number instead of "a fair proportion"; 378 instead of the "300 or more".

Page 12: Paragraph 1: Condensed.

Paragraph 2: Exact figures for "large numbers". Last sentence not clear.

Page 13: Paragraph 2: Topic statement not clear.

Page 14: Paragraph 2: Contents of paragraph and clincher sentence are contradictory.

Page 15: "III"; Wages - Is there some chart showing the comparative wage-scale? This would be very effective.

Paragraph 2: Why is statement "under conditions of apparent equality" used?

Summary: Paragraphs 4 and 5 are too harsh and are unsupported by the contents of the report.

- - - - - -

"Problems and Special Methods of Dealing with Them".

This section should contain more concrete data on what different plants have actually done to meet the problems of industry and on the results of their experiments. This would be far more practical.

All references to "courses of training" are too vague.

"Administrative" methods, as such, were not described.

The report, in general, contains too much on which should or could be done, and not enough on what has been tested.

Respectfully,

Special Agent.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 19, 1920.

Memorandum:

To: The Director of Negro Economics
From: His assistant
Subject: Report and plans - Women's Bureau - Negro workers.

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1. There are practically no concrete facts, figures or circumstances which support the data of the proposed report -

2. That there is resultantly a considerable risk in the department's assuming responsibility for the report in its present shape, because

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3. Consequently, two-thirds of the report should be eliminated, and a complete revision made, probably possible in eight to ten pages.

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1. Comparative to the studies made by the former agent, that is to say - comparing present conditions with those discovered by the former Agent - or

2. New studies, disregarding, if necessary, previous conditions, and being intensive and exhaustive as to conditions as found today.

The danger of pursuing studies along the line mentioned under "1" is that the present Industrial Agent will be limited in scope and in material to the field and opinion of the former Agent. It may be that the present Agent can construct a more "wholesome" and more comprehensive questionnaire than that used by the former Agent.

The slight danger of pursuing "new studies" only, it seems to me, lies only in the probable lack of comparisons of conditions of war and post-war periods. I think this danger is discounted, however, by the "new approach" which the present Industrial Agent can invoke. It is probable that her new questionnaire will be better fitted to present-day conditions. Then, too, in some cases it will be possible for her to give greater emphasis to things which are really more "vital" today than they were "yesterday" - such as wage scales, hours of service, etc.

Therefore, I respectfully recommend -

1. That the report of the former Agent be revised and handled by itself in one of the ways recommended by you in your memorandum of yesterday - and

2. That the present Agent complete her outline and questionnaire and be assigned to new studies.

Respectfully,

Fanny Phillips

Special Agent.

Gen. No. 22

SPECIAL

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 20, 1920.

Memorandum:

To: The Director of Negro Economics

The Chief Clerk summoned me to his office this morning and directed the following changes in the proof of "The Negro at Work During the War and During the Reconstruction Period":

Title Page: "U. S. Department of Labor, Office of the Secretary" should be changed to read "U. S. Department of Labor, W. B. Wilson, Secretary."

Galley page PF 31: In fifth paragraph appropriate change should be made to read "Hon. James M. Cox, Governor of the State" etc.

- - - - - - - -

The Chief Clerk stated that the rumor had reached him, though the Assistant Secretary, that the Director of Negro Economics was going to cut out the speech of Gov. Cox, appearing in the bulletin. The Chief Clerk stated that he had been specially directed by the Assistant Secretary to see that Gov. Cox's speech was not cut out.

Respectfully,

Karl F. Phillips

Special Agent.

Why did not the assistant secretary tell you? I fear the attitude of this office is misunderstood

RP

Is there any break of good faith between your office and the office of the Assistant Secretary?

RP

Notes Gist 8/25/20

Lib "Reports" Phelps

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 21, 1920.

Memorandum:

To: The Director of Negro Economics
From: His Assistant
Subject: Supplemental investigations - Mortality among Negro children - Children's Bureau.

I have examined the very excellent reports of the Children's Bureau on "Infant Mortality". The work is excellently done and the comparisons (native and foreign) are very significant. The cities selected - Johnstown, Pa., Manchester, N. H., Brockton, Mass., Saginaw, Mich., New Bedford, Mass., Montclair, N. J., and Waterbury, Conn., were peculiarly permissive of the studies intended.

From the viewpoint of Negro children, I doubt whether any of those cities offer a fertile field of work. The points emphasized in the present publications may be well adjusted and augmented to better illustrate conditions among Negro children and their environment. For instance, "dominant industry" may be emphasized. "Age of confinement" may be re-emphasized. "Does the Mother Work" may be stressed. "Conditions of Employment" may be "re-treated". "Family income (kp)" may be stressed, rather than "Earnings of Father". Of course, "housing" can be enlarged upon. It seems to me, also, that considerable inquiry should be made as to the availability to, and the use by Negro families of "Public Health Equipment" and the like. Where possible, comparisons may be made between Negro, American and Foreign families.

This is just a brief treatment of my first consideration of the reports. I can submit sample questionnaire, including what I consider especially-significant features as to Negro families, upon one day's notice.

I recommend that the studies be made in Newark, Philadelphia and Richmond. Washington DC

Respectfully,

Special Agent.

Negro children studies should be carried forward to the "pre-school year,"

noted 8/23/20

KP Make questionnaire

Form 12

REQUISITION FOR DUPLICATION WORK

DEPARTMENT OF LABOR
Washington

Bureau No. 18-1-3

Publications No.

Date October 21, 1920.

Bureau Negro Economics

Chief, Division of Publications and Supplies:

Please have work described below duplicated as per copy herewith.

Name

Title Chief Clerk

Description of work: Duplication - mimeograph - and immediate release to the Negro press.

Copies: 300, (approximately) Negro newspapers

Paper (kind and size): Mimeograph paper: ~~Blank bond paper~~: ~~Printed letterhead~~:

Additional instructions: Please send 20 advance copies to Division of Negro Economics for immediate mailing to a few selected papers going to press tomorrow, and for a few individuals.

Copy received _____ Stencil by _____

Operator _____ Copyholder _____

Stencils used _____ Reader _____

INSTRUCTIONS

This form to be transmitted to the Division of Publications and Supplies, accompanied by copy and stock upon which work is to be printed.

COPY SHOULD ALWAYS BE CAREFULLY PREPARED as to form, spelling, punctuation, capitalization, etc.

Sufficient paper should be supplied to allow for about 50 additional sheets for each thousand copies. This is necessary for proofs and spoilage.

Each requisition should be NUMBERED by the Bureau in the space provided.

Received the above _____, 19 .

Name _____

Title _____

POSTAL TELEGRAPH – COMMERCIAL CABLES

CLARENCE H. MACKAY, PRESIDENT.

RECEIVED AT
EVANS BUILDING
1418 NEW YORK AVENUE
WASHINGTON, D. C.
TELEPHONE: MAIN 6600

TELEGRAM

DELIVERY NO.

The Postal Telegraph-Cable Company (Incorporated) transmits and delivers this message subject to the terms and conditions printed on the back of this blank.

This is a fast Day Telegram unless otherwise indicated by signal after the number of words:—"N. L." (Night Lettergram) or "Nite" (Night Telegram) 18—52681

188nytq 932a 17

BR Newyork oct 14

Br 68

Karl F Phillips,

Dept of Labor Washn DC

Telegram recd too late for Coming wiring secretary stop Ask Mrs. Haynes Act with you wherever appropriate.

George E Haynes

This has been done

Notes 10/14/20

Notes 10/14/20.

KP 10/14/20.

Mrs Haynes will represent W. of U. C. at funeral services

KP

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 21, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
212 Bank Street,
Newark, N. J.

My dear Dr. Haynes:

Herewith, I enclose prepared release and manuscript. I note that the manuscript is composed both of carbons and originals, and infer that the copy you have is incomplete. Hence, I am hastening to send you copy which should reach you early tomorrow morning.

All instructions have been followed to completion.

Yours respectfully,

Karl F. Phillips

Special Agent.

Enclosures

Noted
Gatt
10/22/20

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 21, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
212 Bank Street,
Newark, N. J.

Dear Dr. Haynes:

The Commissioner of the U. S. Bureau of Education is today issuing you an invitation to its meeting at Atlanta, Ga., November 19 and 20, 1920.

Yours respectfully,

Special Agent.

Noted
Gaff
10/28/20

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

RECEIVED
DEPARTMENT OF LABOR
OCT 25 1920
Director of Negro Economics

October 23, 1920.

My dear Mr Phillips:

Miss Anderson telephoned me Wednesday that minimum wage board of D.C. had discounted their figures on cost of living for colored women and was proposing to set a lower minimum wage for colored women than for white. I tried to get in touch with C.W. Bauton by phone to let him know about it and get the information to others but did not succeed. Will you please get word to him at once. Have him see Miss Anderson and take up matter with Minimum wage board.

Yours truly

George E. Haynes
Director, Dept. of Labor
Division of Negro Economics

Noted
GEH
10/26/20

Karl F. Phillips, Special Agent,

This has been done 10/25/20

and every possible facility placed at Mr. Bauton's disposal.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 25, 1920.

Dr. George E. Haynes,
158 West 131st St.,
New York, N. Y.

My dear Dr. Haynes:

I have talked, over the 'phone, with the Assistant Secretary regarding letter of Congressman Drewry and the Petersburg Chamber of Commerce regarding investigations in the Petersburg district. The Assistant Secretary states the correspondence may be handled in the customary style after due advisement by your office. The inference is, then, that reply within a few days will constitute a "reasonable time" within which the Congressman should expect reply, his letter being dated the 22d instant.

As soon as your draft has been received this office will expedite copy for signature of the Secretary.

Yours respectfully,

Paul V. Phillips
Special Agent.

Noted
Eyb
10/26/20

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 26, 1920.

Dr. George E. Haynes,
158 West 131st St.,
New York, N. Y.

My dear Dr. Haynes:

If you see Miss Shields, will you not kindly ask her to send in daily reports, as before, showing her mail and telegraphic address in New York. There is a letter here now which should have her immediate attention, but, alas, I do not know where to reach her.

Yours very truly,

Karl F. Phillips

Special Agent.

Noted
Glatt
10/27/20

~~Negro~~ Children of Negro Workers

~~The Children of Negro Workers~~

~~Data~~
During the pre-school age } Health
after the pre-school age

1. Number of children in family
2. Family income
3. ~~Number~~ Number of children ~~dependent~~ to whom ~~financial~~ support the Father is the principal Contributor
4. Number of children to whom support persons other than Father are the principal Contributors

5. Social and Economic plane:
   1. Bad homes
   2. Good homes
   3. Outside environment

6. Cares
7. ~~Day nursery~~ 1. Mother or Father 2. Other Relatives 3. Day nursery
8. ~~Separation of parents~~

8. Is head of Family Widow or widower

9. Types of Parental Discipline
   a. Strict
   b. Lax

10. Home surroundings
   ~~1. Clean~~ Remarks.
   ~~2.~~

11. Housing Conditions
   1. Clean
   2. Moderately Clean
   3. ~~Q~~ Unclean

12. Family Income
   1. Professional and business
   2. Skilled trades
   3. Semi-skilled and unskilled trades, domestic service
   4. not reported

13. What is the occupation, if any, of minor child?

14. Does the minor child contribute to the family budget.

15. Delinquency

16. Truants

17. Birth Rate

18. Death Rate

Infant Mortality

1. Frequency — deaths under one year.
2. Importance of economic, social, and civic factors in determining infant mortality rate.

Kind of Cities Chosen:

Manufacturing Cities with larger foreign element:

Johnstown, Pa
Manchester, N.H.
Brockton, Mass.
Saginaw, Mich
New Bedford, Mass
Montclair, N.J.
Waterbury, Conn.

Negro

(Dominant Industry)

Conditions of Employment.

Family income, K.P.

Age at death

Total births

Live births

Infant deaths

Infant mortality Rate

Stillbirths and Unmarriages

Housing

Water Supply

Sewage disposal

Garbage Collection

12-Month period

See Mortality Statistics
Bureau of the
Census.

Does Mother Work?
at what occupation

Causes of Death

Compare Male + Female

How about Comparison?!

City figures
of births Native
Foreign

Age of Confinement

Children - mortality of children

Abundant at Birth

Housing
Water Supply
Sewage disposal
Garbage Collection

City health Department

Children

1. Family Conditions ✓
   a. Is Father alive ✓
   b. Is there state aid for widow ✓
   c. Day nursery ✓
   d. Separation of parents ✓
   e. Sickness ✓
   f. Unemployment

2. Family Conditions: ✓
   (a) Were child's father and mother legally and duly married before the child was born ✓
   (b) Were man and woman living together? ✓
   (c) Were stepfather or stepmother married to the child's own parent? ✓
   (d) Were children under the care of a grandparent? Of distant relative
   (4) Was head of family widow or widower.

3. Parental Defects:
   a. Drink
   b. Sex irregularity

4. Types of Parental Discipline:
   a. Stingy + grasping in money matters
   b. Lawlessness

5. Home surroundings

6. Social and economic plane
   a. Bad homes — good homes
   b. The Church

Health
Environment
Wards
Opportunities
Housing Conditions
   Clean
   Moderately clean
   Dirty

Home owned
Home rented

Baths:
Bathtub
No bathtub

Yard
Clean
Unclean
No yard

Toilet:
Water closet
Yard privy

Ventilation of baby's room
Good
Fair
Poor
Not reported

Family Income:
Professional and business
Skilled trades
Semi-skilled, and unskilled trades; domestic service
Not reported.

Occupation of Mother:
All occupations
Mothers not gainfully employed
Mothers gainfully employed.

Domestic or personal service
Retail trade
Factory employment.

Expenditures for health and sanitation – Civic

Family Income –
Family Budget.

Draft of Outline:

CHILDREN OF NEGRO ~~WORKERS~~ miners

Schedule I - During the preschool age

Schedule II- From the preschool age to ~~majority.~~ emancipation

---

SCHEDULE I.

1. Mortality

Total number of children
Total number of deaths

Death rate - per cent.

2. The Family:

a. Number of children — Age Age Age

b. The Family income — Total

1. Earnings of Father — Occupation
2. Earnings of Mother
3. Earnings of all other contributors

c. Number of children to whose support the father is the principal contributor.

d. Number of children to whose support persons other than Father are the principal contributors.

3. The Home:

Surroundings:

a. Clean
b. Moderately clean
c. Unclean
d. Remarks.

4. Social plane:

a. School and sunday school attendance
b. Companions
c. Amusements.

5. Supervision and care:

    a. Mother or Father
    b. Other relatives
    c. Day nursery or other public or private supervision

6. Habits and mental traits:

Schedule II

1. The Family:

    1. Number of children
    2. Father - principal contributor
    3. Other contributors.
    4. Economic status of mother.

        a. Home
        b. Is she a wage-earner?

    5. Is head of family widow or widower?

2. Employment:

    1. Of Father
    2. Of Mother
    3. Of other contributors to family budget
    4. Of minor children
    5. Does minor child contribut to family budget?

3. The minor children:

    1. School attendance - within pale of school laws or for full term.
    2. Truancy
    3. Social plane -

        a. Church
        b. Associations
        c. Delinquency.

4. The child wage-earner.

    1. Health
    2. Number of hours worked per week
    3. Wages

- - - - -

<u>Remarks</u>:

October 26, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
158 West 131st Street,
New York, N. Y.

My dear Dr. Haynes:

The proposed plan of the Division of Negro Economics, regarding my Ohio-West Virginia itinerary, as tentatively worked out by me, will comprise (1) A general study of Negroes in the mining occupations, and (2) The children of Negro miners. It has been aimed to visit Ohio and West Virginia counties where the mining output has equaled or exceed 1,000,000 tons of coal and coke per year, and where, of course, Negro miners are considerably engaged. It is also desired to single out a few atypical localities, if any there by. You will notice, from tentative itinerary enclosed, that I have selected a range from Belmont County, Ohio, with about a million tons output, to Fayette County, W. Va., with 7,881,872 tons output; or, I could select McDowell County, W. Va., as a substitute for Fayette County. McDowell has averaged over 13,000,000 tons, and, as well as Fayette County, is in the heart of the Black Belt of the West Virginia coal-mining regions.

Of course, within but 15 or 16 days, I can get but a birdseye view of the situation, but it may be that I can adduce enough facts in that short period of time to make it advisable for the Department, at some future time, to send out an investigator for a three or four months stay in the coal regions. It might be, even, that later the Bureau of Labor Statistics, in handling its cost-of-living studies, would be glad to make some combination in searching out the causes of the fluctuations in coal prices which surely, to some extent, grow out of the labor market, fraught with impending and past strikes and their attendant conditions.

Yours respectfully,

Special Agent.

Enclosures - Itinerary and tentative schedule.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 27, 1920.

Dr. George E. Haynes,
158 West 131st Street,
New York, N. Y.

My dear Dr. Haynes:

The enclosed communication, deemed "important", from Miss Van Kleeck, is sent to you at once for immediate attention.

Respectfully,

Earl J. Phillips

Special Agent.

P. S. I shall endeavor to send off other important papers today.

noted GEH 10/30/20

October 28, 1920.

Dr. George E. Haynes,
158 West 131st Street,
New York, N. Y.

My dear Dr. Haynes:

Although he promised on two occasions, personally, to come down and look into the position at Middletown, Ohio, the trained male nurse, recommended by Dr. Fisher, has not appeared. Have you any further "leads" which you wish taken up in this connection?

Yours respectfully,

Special Agent.

Noted
GEH
11/22/20

Gen. No. 22

SPECIAL

EPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Noted Gbt 10/3/20

October 30, 1920.

Memorandum:

From: Karl F. Phillips,
To: The Director of Negro Economics.
Subject: Elimination of "mills" and "tenths of mills" column from bulletin - "The Negro at Work during the War and Reconstruction".

1. The Assistant Chief (Mr. Shelby Smith) of the Division of Publications and Supplies has just telephoned this office, objecting to the tables showing the comparative hourly earnings of white and colored workers in the 23 typical industries. He states that the tables in their present state are "unintelligible" owing to the "mills" and "tenths of mills" columns. He says that it is sufficient to have "cents" - that the carrying of the two extra rows of digits is troublesome, "unintelligible" and "very expensive".

2. With great courtesy I explained to Mr. Smith that the publications of the Bureau of Labor Statistics, on similar studies, carried such computations out to three places (the "mills") column, and that the table to which he objected would be even a trifle more vital as to interest on account of the comparison of white and colored workers. In reply to this, Mr. Smith said that the publications of the Bureau of Labor Statistics were "technical and scientific" but that the publication "The Negro at Work during the War and Reconstruction", as he understood it, "was not of any significance, being intended merely for the 'hoi poloi' and not for any technical or scientific use". With great courtesy, I explained that the table in question was an exact counterpart of similar tables of the Bureau of Labor Statistics, and, hence, was a technical table. Mr. Smith said that his suggestion would make the table more valuable. He said that he had not had the time to read over the text of the table, as yet, to see (I infer) whether or not it was of any worth.

3. With great courtesy, I thanked Mr. Smith for his suggestion and told him that I was without authority to say "yea or nay" as to his objection, but that I would have to submit it to you for final decision and handling. That, I am hereby respectfully doing. Mr. Smith will hold the bulletin pending your action.

4. May I, though, with deep respect, submit the following opinion and recommendation:

Phillips Reports

The table, in its present form, is both "technical and scientific" and to remove the "mills" and "tenths of mills" digit columns will be to make the table both untechnical and unscientific.

I base my opinion upon my statistical apprenticeship, served under such eminent statisticians as Dr. William J. Meyers of the New York Public Service Commission,; Jean Paul Muller, C. P. A., and Attorney; Dr. J. M. Gitterman, Ph. D., with the American Waterways Commission, under Senator Burton and Congressman A. J. Sabath; with Will L. Lloyd, under whom I compiled, immediately, many of the express zone tables, now in use. I beg to state, with all modesty, that a few of the tables which I have constructed have been accepted as scientific and technical formulae to such an extent that they have been published, as such, for American business.

Very respectfully,

Harry J. Phillips

Special Agent.

Talked with Mr Smith on this; holding that we thought it best to have exactness. He said Mr Work was away so he would wait. KFP 11/2/20

October 30, 1920.

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To: The Director of Negro Economics.
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4- Page

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Very respectfully,

Paul H. Phillips

Special Agent.

DEPARTMENT OF LABOR

TELEGRAM

RECEIVED
DEPARTMENT OF LABOR
NOV 6 1920
Director of Negro Economics

PC12 Q 12 Collect. Govt.

Charleston, W. Va. Nov6,1920

Haynes,

Labor Dept, Washington.

Today, tomorrow, and Monday, one thirteen McFarland St. care Attorney Irish.

Phillips.

108pm

Rotes and R
11/6/20
Gast

November 6, 1920.

Dear Mr. Phillips:

Responding to your official telegram just received, I wish to advise that we shall use the address given, but it may be well for you to call at Attorney Emory R. Carter's, as I am not positive that some official mail sent you has not gone in his care.

Yours sincerely,

Director of Negro Economics.

Atty. Karl F. Phillips, Special Agent,
Department of Labor,
Charleston, West Va.

H/MLC

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 6, 1920.

Dear Mr. Phillips:

Responding to your official telegram just received, I wish to advise that we shall use the address given, but it may be well for you to call at Attorney Emory R. Carter's, as I am not positive that some official mail sent you has not gone in his care.

Yours sincerely,

George E. Haynes

Director of Negro Economics.

Atty. Karl F. Phillips, Special Agent,
Department of Labor,
Charleston, West Va.

H/MLC

December [illegible] 1920.

Mr. Prince L. Edwoods,
Superintendent, Bureau of Employment,
184 West 135th Street,
New York, N. Y.

Dear Mr. Edwoods:

Miss Shields has just returned from the field and has today worked over some of the material relating to her New York investigations. I understand that she is returning to you today the list of firms which you so kindly loaned to her, and that she has been able to make a few notations, as requested by you, regarding the attitude of many of the firms towards the employment of Negro workers. It may be that the information will help you in what you are doing for the Negro workers of New York.

May I again express to you the full appreciation of the Department for your ready assistance and advice to Miss Shields. I am hopeful that our pleasant contacts in this common cause may be long continued.

Yours sincerely,

Director of Negro Economics.

h
p

RP

December 2, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

The Annual Report of the Commissioner General of Immigration for 1919 is going forward to you today under separate cover.

Yours respectfully,

Special Agent.

H. Phillips

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

December 9, 1920.

Dear Mr. Haynes.

In connection with the note and list which Miss Shields is sending to Mr. Edwards, I thought it best that you, as Director, should make a memorandum of the appreciation of the Department for his cooperation.

The enclosure is the attempt

Yours respectfully,

Earl H. Phillips
Special Agent

Done
EHP
12/10/20

Form 1204

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

1920 DEC 20 AM 11 38

FLATIRON BLDG

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT

B77NYAF 14 GVT 1 EXTRA

BR WASHINGTON DC 11A DEC 20

780

GEO E HAYNES

RM 912 160 FIFTH AVE NYK

CHIEF CLERK DIRRECTS YOUR APPERANCE BEFORE APPROPRIATIONS COMMOTTEE TOMORROW TUESDAY DEC TWENTY FIRST

PHILLIPS ASSISTANT

1140A

Noted
Gott
12/20/20

Form 1204

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

WESTERN UNION TELEGRAM

1920 DEC

NEWCOMB CARLTON, PRESIDENT — GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

FLATIRON BLDG N

CLASS OF SERVICE	SYMBOL
Telegram	
Day Letter	Blue
Night Message	Nite
Night Letter	N L

If none of these three symbols appears after the check (number of words) this is a telegram. Otherwise its character is indicated by the symbol appearing after the check.

RECEIVED AT

302NY SEK 14 GOVT

BR WASHINGTON DC 218P DEC9 1920

DR GEORGE HAYNES

1162

CARE INTERCHURCH 45 WEST 18 ST NEWYORK NY

MEET R H LEVELL FRIDAY MORNING EIGHT OCLOCK GRAND CENTRAL STATION

BRIDGEPORT TRAIN GATE

PHILIPS

229P

Sow Seamel 12/10/20

Haynes-Philips

noted Gott 12/9/20

DEPARTMENT OF LABOR

TELEGRAM

WU 4 Q 21 Govt.

F. NewYork. 8a. Jan31, 1921.

Phillips,

Care Haynes, Labor, washington.

Leave out business league resolution from Committee testimony and sentence following period Make correct figures my departmental service. Past six months.

Haynes

930a Jan 31

This has been done, and then some!

Senate Committee ~~Asst~~ pleased for testimony at 11/30 a.m. 1/31/21. Returned at 13:30

Noted 2/3/21

RECEIVED
DEPARTMENT OF LABOR
JAN 31 1921
Director of Negro Economics

10 a m

Haynes-Post

Haynes - Post

noted
GEH
8/25/19

DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON

August 8, 1919.

Dr. George E. Haynes
Director of Negro Economics
Wabash Avenue Y.M.C.A.
Chicago, Illinois.

Dear Dr. Haynes:

This letter is for the purpose of requesting of such persons as you find it desirable to confer with in the course of your present inquiry, that they afford you all possible opportunity for securing complete and trustworthy information. Their doing so is of great importance to the Department of Labor and, through it, to the public of all sections, at a time when there seem to be possibilities of an intensification of labor problems by complications with race discord.

Trusting that you may find a hearty spirit of cooperation on every hand, I am

Sincerely yours,

Louis F. Post

Louis F. Post
Assistant Secretary.

H-Post

C.

DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

August 8, 1919.

Memorandum

From: The Director of Negro Economics

To: The Secretary

Through the Assistant Secretary.

Subject: Investigation of Certain Labor Conditions in Washington.

I hereby recommend that an informal inquiry be made, by the Director of Negro Economics, of Negroes in the District of Columbia with a view to ascertaining whether and to what extent wage working conditions and questions entered into recent racial disturbances in the District.

Respectfully,

George E. Haynes

Director of Negro Economics.

Per G.E.H.

Approved with instructions that, in the absence of the Director, the inquiry be made jointly by Mr. Hall and Mr. Jennifer.

Louis F. Post

Assistant Secretary.

C.

H-P.T

Copy

Detroit, Mich.,

August 19, 1919.

Mr. Karl F. Phillips,
Assistant to Director,
Washington, D. C.

Dear Mr. Phillips:

* * * * * * *

Please say to Mr. Post that letter from Boston hardly justifies my going on there and that the situation here seems not greatly upset by riots elsewhere.

Yours very truly,

(Signed) George E. Haynes,

Director, Negro Economics.

Mr. Post:

(Mr Haynes writes that he will be in this afternoon)

Respectfully

Phillips

Noted Aug 27/19 H-O

October 14, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Sir:

Authority is hereby granted, including travel and other expenses, for you to proceed from your official station, via New York, N. Y., to Detroit, Mich., and return to Washington, for the purpose of seeking information on conditions among Negro wage-earners in Detroit, Mich. The expenses incident to such travel are properly chargeable to the appropriation "General Expenses," "Children's Bureau, 1920," such travel to commence on or after October 14, 1919.

To expedite payment, a copy of this authorization should be attached to your voucher.

Chief, Children's Bureau

Approved:

Louis F. Post,
Assistant Secretary.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Notes April 1920

December 29, 1919.

Dear Dr. Haynes:

Enclosed herewith is a card of Mr. Jospeh Feuchtwanger, President, Elmer Richards Company, Chicago. Mr. Post has just said that in a recent conversation he had with Mr. Feuchtwanger the latter expressed his very high regard for you and his deep interest in the work you are doing with the Department. Mr. Post suggested that you express your appreciation by writing Mr. Feuchtwanger.

Should you pass thru Chicago en route to New York perhaps you could call to see the gentleman.

Sincerely yours,

Ewan Phillips

Expert, Bureau Labor Statistics.

KP/MLC

Written 1/19/20 GEH

JOSEPH FEUCHTWANGER

PRESIDENT
ELMER RICHARDS COMPANY CHICAGO

January 20, 1920.

Mr. Joseph Feuchtwanger, Pres.,
Elmer Richards Company,
Chicago, Ill.

Dear Mr. Feuchtwanger:

The Assistant Secretary Mr. Louis F. Post gave me the cordial message which you gave him when he saw you a few weeks ago in Chicago. It was a great pleasure to get this greeting from you and I hope sometime, on a visit to Chicago, I may have further pleasure of seeing you. I remember so pleasantly my contact with you when I was there last summer.

Yours very truly,

Director, Negro Economics.

H/MLC

Hayden Port

August 1, 1920.

George E. Haynes,
Immigrant Inspector (Sec. 24),
Gloucester City, N. J.

Following oral instructions regarding the nature of your official duties, already given, you are hereby directed to proceed to Washington, D. C., for further oral instructions bearing upon the enforcement of the Alien Contract Labor Laws. You will then proceed to Pittsburgh, Pa., and return to your official station, via Washington, D. C., where you will report. Later, you will return to Washington, D. C., for further instructions and duties in connection with your field work.

The travel and other expenses incidental to this travel are authorized and payable from the appropriation "Expenses of Regulating Immigration, 1921".

Assistant Secretary.

c
p

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 11, 1920.

MEMORANDUM FOR THE ASSISTANT SECRETARY:

The accompanying questionnaires are submitted for your approval for use in gathering information for Departmental purposes on the problem of Negro labor, particularly in its relationship to foreign born and immigrant laborers in industrial occupations. Blank marked "I" is to be sent to employers and blank "II" to persons indicated in the note at the top of the blank.

Respectively,

George E. Haynes

Director of Negro Economics.

H/MLC

I question the prudence at this time of the second part of Question 6, the last part of Question 7, and the whole of Questions 8 and 12, ~~otherwise~~ of Employers such & otherwise the questionnaire is approved & Conference on the objectionable features is desired.

Aug 12/20 L. F. P.

Department of Labor

Office of the Secretary

WASHINGTON

Note: The Department of Labor has been gathering material for furnishing reliable information to those interested in the employment of Negroes in industries. A bulletin giving the experiences of Negroes ~~in industry~~ in industries in which co-workers were introduced during the War and the first twelve months after the armistice was signed is now being published. ~~including~~ This includes a body of facts which will doubtless be of great value to all interested persons. The Department desires to gather as much additional information as possible and to make it available to the public for similar use. Will you therefore please give the information about employment of Negroes in your plant on the spaces indicated below and return it at your earliest convenience:

---

1. Number of employees?_____ White - Male _____ Female _____
   Negro - Male _____ Female _____

2. To what extent are Negroes admitted to skilled occupations?

3. Does the management promote Negro workmen from the unskilled to the semi-skilled and skilled ranks?

4. Is there as equal opportunity for unskilled Negro workmen to learn semi-skilled or skilled processes as for white workmen?

5. Does the management recruit Negro workmen locally or from distant points, and where?

6. Does the management have any tests by which it measures the quality of work produced? If so, please give comparative results of such tests of work for white and Negro workmen.

7. Does the management keep a record of the quantity of work performed? If so, please give comparative results for Negro and white workmen.

8. What difference is there, if any, in the loss of materials, due to defective workmanship, between white and colored employees?

9. Is there a colored labor advisor? Is he in the labor, or production, dept or both? ~~Has~~ he also charge of ~~any~~ welfare work for colored employees?

10. If so, have results been satisfactory?

11. What is the percentage of turnover for colored and white employees, respectively?

RECEIVED
DEPARTMENT OF LABOR
JUL 14 1920

Department of Labor

Director of Negro Economics

Office of the Secretary

WASHINGTON

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8. What difference, if any, in the loss of materials, due to defective workmanship, between white and colored employees?

9. Is there a colored labor advisor? Has he in the labor department or production department or has he charge of welfare work for colored employees or both?

10. If so, have results been satisfactory?

11. What is the percentage of turnover for colored and white employees, respectively?

12. Remarks:

Date
Signature
Company

Department of Labor Caps.

OFFICE OF THE SECRETARY
WASHINGTON

Note: The Department of Labor has been gathering material for furnishing reliable information to those interested in the employment of Negroes in industries. A bulletin giving the experiences of industries in which Negroes were introduced as workers during the War and the first twelve months after the armistice was signed is now being published. This includes a body of facts which will doubtless be of great value to all interested persons.

The Department desires to gather as much additional information as possible and to make it available to the public for similar use. Will you therefore please give the information about employment of Negroes in your plant on the spaces indicated below and return it at your earliest convenience?

---

1. Number of employees _____ White: Male _____ Female _____
   Negro: Male _____ Female _____

2. To what extent are Negroes admitted to skilled occupations? _____

3. Does the management promote Negro workmen from the unskilled to the semi-skilled and skilled ranks? _____

4. Is ~~there as equal~~ What the opportunity in comparison with white workmen for unskilled Negro workmen to learn semi-skilled or skilled processes? ~~as for white workmen?~~ _____

5. Does the management recruit Negro workmen locally or from distant points? ~~and wh~~ _____

6. Does the management have any tests by which it measures the quality of work produced? _____ If so, please give comparative results of such tests of work for white and Negro workmen:

7. Does the management keep a record of the quantity of work performed? If so, please give comparative results for Negro and white workmen:

8. What difference is there, if any, in the loss of materials, due to defective workmanship, between white and ~~colored~~ Negro employees? _____

9. Is there a ~~colored~~ Negro employed as labor advisor? Is he in the labor or production department or does he have charge of welfare work for colored employees; or both?

10. ~~If so,~~ Have results of this labor advisor's work been satisfactory?

11. What is the percentage of turnover for ~~colored~~ Negro and white employees respectively?

12. How do white and Negro employees compare in accident record _____, in tardiness _____, in days lost _____, in loyalty _____, in morale? _____

13. Do you find noticeable ~~prejudice~~ hostility among white employees ~~for~~ toward Negro employees? If so, please tell how ~~manifested~~ shown _____

14. How do Negro employees compare in efficiency with the less advanced races of present immigration? _____

15. REMARKS:

Date: _____

Signature: _____

Company:

August 27, 1920.

MEMORANDUM TO MR. ROSS:

The accompanying questionnaire has been revised since you approved it, so I am sending it for your inspection and final approval. The original is also attached for comparison.

Respectfully,

Director of Negro Economics.

E/MLS

I

July 14, 1920

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

NOTE: The Department of Labor has been gathering material for furnishing reliable information to those interested in the employment of Negroes in industries. A bulletin giving the experiences of industries in which Negroes were introduced as workers during the War and the first twelve months after the armistice was signed is now being published. This includes a body of facts which will doubtless be of value to all interested persons.

The Department desires to gather as much additional information as possible and to make it available to the public. Will you therefore please give the information about employment of Negroes in your plant on the spaces indicated below and return it at your earliest convenience? Your firm name will not be made public in this connection.

_____

1. Number of employees: White: Male: _____ Female: _____
   Negro: Male: _____ Female: _____
2. How many Negroes are employed in skilled occupations?
   What is your policy on employing them in skilled occupations?
3. Does the management promote Negro workmen from the unskilled to the semi-skilled and skilled ranks?
4. What is the opportunity in comparison with white workmen for unskilled Negro workmen to learn semi-skilled or skilled processes?
5. Does the management recruit Negro workmen locally or from distant points?
6. Does the management have any tests by which it measures the quality of work produced_____? If so, please give comparative results of such tests of work for white and Negro workmen:
7. Does the management keep a record of the quantity of work performed? If so, please give comparative results for Negro and white workmen:
8. What difference is there, if any, in the loss of materials, due to defective workmanship, between white and Negro employees?
9. Is there a Negro employed as labor advisor? Is he in the labor or production department or does he have charge of welfare work for colored employees; or both?
10. Have results of this labor advisor's work been satisfactory?
11. What has been the percentage of turnover per month for Negro and white employees respectively for twelve months preceding July 1, 1920?
12. How do white and Negro employees compare in accident record_____;
    in tardiness_____; in days lost_____;
    in morale_____; in loyalty_____;
13. Do you find noticeable hostility among white employees toward Negro employees? If so, please tell how shown:
14. How do Negro employees compare in efficiency with the less advanced races of present immigration_____?

REMARKS:

Date: _____

Signature: _____

Company: _____

12. How do white and Negro employees compare in accident record, tardiness, days lost, loyalty, morale?

13. Do you find noticeable prejudice among white employees for Negro employees?

~~14. Do you propose to increase the number of your Negro employees?~~

14. How do Negro employees compare in efficiency with the less advanced races of present immigration?

15. Remarks:

Date _____

Signature _____

Company _____

September 6, 1919.

Memorandum
From: The Director of Negro Economics
To: The Assistant Secretary.

For sometime different persons connected with the matter of Negro labor in the northern territory have discussed with the Director of Negro Economics the wisdom of calling together the men in supervisory positions having to do with the supervision of Negro labor in industrial plants. I have a list of a number of such men in the cities of Pennsylvania, Ohio, Michigan and Illinois, and could probably get others from New York, New Jersey and Indiana. From the point of view of the Department, would not such a conference be desirable?

The purpose of such a conference would be first, to secure the cooperation of these men with efforts of the Department to get in touch with Negro workers to improve their efficiency and their relation with white workers and white employers; second, to stimulate the higher standard of personnel and methods of work of such supervisors thru their contact one with the other; third, to have discussion from experience of such questions as labor turnover, absenteism, thrift, welfare work, etc. and its relation to Negro workers in industrial plants.

Respectfully submitted,

Director of Negro Economics.

H/MLC

September 12, 1919.

Memorandum:

From: The Director of Negro Economics
To: The Secretary
Subject: Conference with supervisers of Negro labor in industrial plants in northern states.

The accompanying memorandum to the Assistant Secretary is referred, at his suggestion, to the Secretary for consideration and approval. This is in line with the principle previously approved by the Secretary, viz: Local and sectional conferences of sympathetic persons to create nation-wide sentiment of racial labor cooperation. If it is desirable to make the conference of wider character than indicated in the accompanying memorandum, representatives of welfare agencies and of labor organizations that have shown a sympathetic attitude in this work of the Department could be invited. I am quite sure that all those who attend would have a strongly-sympathetic attitude and that it would promote harmony and cooperation.

Such a conference would, of course, be informal and without any official authority in character. It would simply be called together, at the initiative of the Department, and guidance given to it so as to have the conference result in some constructive steps.

Respectfully submitted,

Director of Negro Economics.

Enclosure - accompanying.

H. Pond

f

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

RECEIVED
ASSISTANT SECRETARY
SEP 20 1920

CHIEF CLERK
SEP 21 '20
DEPARTMENT OF LABOR

September 20, 1920.

MEMORANDUM TO THE ASSISTANT SECRETARY:

There have come two or three inquiries to the office with reference to facts about the settling of Negroes in farm colonies. As much information as could be readily gathered by correspondence has been secured. There are a number of such projects in Wisconsin and Michigan, and recently one of these has opened up a tract of land to be sold to Negroes. They report that their offerings were quickly taken.

The Department of Agriculture has been inquiring into the general question of land colonization but has made no study of the matter relating to Negro wage-earners. I have been informally told that the Census Bureau plans to make some studies of local rural communities and it might be worth while to inquire whether or not it would be feasible for them to make a special study of Negro agricultural communities in several of the northern and border states, to which large numbers of Negroes are migrating. Special mention might be made of Michigan, Wisconsin, Illinois, New Jersey, and the Tidewater section of North Carolina.

Respectfully,

George E. Haynes

Director of Negro Economics.

approved as to purpose & be will have carried out L.F.P. Sept 22/20

H/MLC

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

23 K.P.

September ~~17~~, 1919.

Mr. John B. Densmore,
Director General, U. S. Employment Service,
Washington, D. C.

My dear Mr. Densmore:

I called at your office the day following our last conversation about the memorandum of September 2 to obtain the restatement which you said you would prepare with reference to our conference of August 30 about the work of Messrs. Jennifer and Hall.

I have not received it or heard from you, so I am venturing to submit a restatement of the matter to meet, as near as I understand them, your views on some points in the matter of September 2. Will you kindly give me your endorsement of this, and also issue the necessary instructions to Jennifer and Hall, so that the matter may be completed.

Yours respectfully,

Director of Negro Economics.

h
p

ok
E. J. P.
Sept 23/19

September 25, 1920.

Mr. Edwin F. Sweet,
Assistant Secretary,
Department of Commerce,
Washington, D.C.

Dear Mr. Sweet:

As you probably know, the Department of Labor has had a special adviser, during the War and since, on matters relating to Negro labor. The Department made an investigation of Negro migration in 1917 and 1918 and published a bulletin on it. Various reports have been coming to the Department indicating that migration to the North is continuing.

Recently we have had some informal inquiries about the possibility of land settlements for many of these migrants, numbers of whom have come from the farms and will probably find a better adjustment on the farms than in some of the congested industrial centers. I have been informed that some of them have already undertaken to buy plots of land in some settlement projects that have been opened up in Michigan and Wisconsin. I understand also that there are several Negro farming communities established years ago that are proving quite successful.

It seems to me to be very desirable to have a little more accurate information on this subject. At the present time the Department of Labor has no available means of doing this. I am writing to ask if you think it would be feasible to have some such information gathered by one or two special investigators under the Bureau of the Census in a similar way to some of the special studies that have been made in Censuses previously. If any such special investigation seemed feasible it would, of course, be planned for a later date than the first of November in order to avoid the appearance of its having any political complexion. A personal word from you with reference to the practicability of the Census Bureau gathering this information would be appreciated.

Yours cordially,

Hayne Post

Louis F. Post.

DEPARTMENT OF COMMERCE

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

September 27, 1920.

RECEIVED SEP 28 1920 ASSISTANT SECRETARY
RECEIVED SEP 28 '20 DEPARTMENT OF LABOR

My dear Mr. Post:

Yours of the 25th instant is just received.

I am referring it to our Bureau of the Census for reply. As I am expecting to leave the city for an absence of about ten days I am requesting the Director of the Census to communicate with you directly.

With best regards, I am,

Sincerely yours,

E. F. Sweet

Assistant Secretary of Commerce.

Hon. Louis F. Post,
Assistant Secretary of Labor,
Washington, D. C.

To Mr. Hopkins for his information Sept 28/20 L. F. P

Noted GHH 9/28/20

Wi

DIVISION OF
AGRICULTURE

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
WASHINGTON

September 30, 1920.

Referred to Dr Hazen for attention
Oct 1/20 L.F.P.

Noted EBK 10/1/20

My dear Mr. Post:

Your letter of September 25, addressed to Mr. Edwin F. Sweet, Assistant Secretary of the Department of Commerce, has been referred to me for reply as he indicated in his communication to you dated September 27. The matter to which you refer has been given very careful consideration but at this time the Bureau of the Census has made no definite arrangements for a special investigation in the field of the migration of Negro farmers from the southern to the northern states or for a study of Negro farming communities.

We are now in the midst of our tabulation of the returns sent in by enumerators for the recent census and the unit for which we show data concerning farms is the county. After county statistics have been compiled, we assemble them for states, publishing state bulletins containing detailed reports, by counties, and the state bulletins will be followed by our final report embracing all states. Since June 1 we have been issuing press summaries giving principal agricultural statistics on an average of two or more daily. We have also issued a state bulletin for New Hampshire and have a number of state bulletins in process of publication at this time.

The press summaries give the number of farms operated by colored farmers and the state bulletins give the information in much more detail, showing not only the farms operated by colored farmers, but also the character of ownership together with size of farms and value. I am today having your name placed on our mailing list to receive copies of all press announcements of agriculture which have been issued up to this time as well as copies of those which become available in the future and will also see that you receive copies of all state bulletins as they are issued.

Very truly yours,

Sam'l L. Rogers
Director.

Mr. Louis F. Post,
Office of Assistant Secretary,
Department of Labor,
Washington, D. C.

RMB

October 15, 1920.

George E. Haynes,
Immigrant Inspector (Sec. 24),
Gloucester City, N. J.

You are hereby directed to proceed to New York, N. Y., for the purpose of carrying out oral instructions bearing upon the enforcement of the Alien Contract Labor Laws of that port. You will then return to Washington for report in regard to field duties assigned you, and from thence return to your official station.

The travel and other expenses incidental to this travel are authorized and payable from the appropriation "Expenses of Regulating Immigration, 1921".

Assistant Secretary.

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DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

54700/832

WASHINGTON

Oct 15
~~August 19~~, 1920.

George E. Haynes,
Immigrant Inspector (Sec. 24),
Philadelphia Immigration Station,
Gloucester City, N. J.

You are hereby directed to report at the Bureau for conference in regard to Contract Labor matters ~~in your district~~, and will then proceed to New York, N. Y., for the purpose of carrying out oral instructions, which will hereafter be issued to you, bearing on the enforcement of the Alien Contract Labor Laws at the port of New York. You will then return to your official station via Washington, D. C., at which point you will stop over for further instructions and report in regard to the duties assigned to you.

The traveling and other expenses incident to proceeding from Philadelphia to Washington and thence to New York and return to your official station via Washington, D. C., are authorized, payable from the appropriation "Expenses of Regulating Immigration, 1921".

Louis F. Post

Assistant Secretary.

WW:MUM

Employment Report

February 19, 1921.

MEMORANDUM TO MR. ROSS, Assistant Secretary.

The Civil Service Commission has notified me of my name being placed upon the eligible list for District Vocational Officer under the Federal Board for Vocational Education. The qualifications as to education, experience, etc. for being so rated are those very similar to my present position with the Department. I therefore respectfully request that readjustment be made in my appointment in this Department as to have me put into the Classified Service. I am informed by the Appointment Clerk that such can be done by proper request from this Department for certification of eligibles from that roll, upon which, I am informed by the Civil Service Commission, I rank as second.

Respectfully,

Director of Negro Economics.

Compliments of

FRANK H. HALLION

National Negro Business League

Headquarters
Colored Y. M. C. A. Bldg.
N. W. Twelith Street,

WASHINGTON, D. C.

L

Negro Economics
1919 - 21

DEPARTMENT OF LABOR

Train - C. & O. to Winchester, then L. & N.

2 or 10:15 p.m.

Fare - $18.08 to Winchester; $0.42

from Winchester to Richmond.

one way.

Lv Washington

C and O 10:15 pm Thurs

Ar Winchester 5:05 pm Friday

Lv " " 11:30 pm.

Ar Richmond 12:19 am. Friday

Lv Richmond Ky

5 58 pm Sat

5 53 am Sun.

Ar Winchester

6 38 pm Sat

or

6 44 am Sun

Lv Winchester 7 18 pm Sat 11:27 am Sun

Ar Wash 2 3 40 pm Sun 8:20 am Mon

MR. E. M. EMBRY, President
REV. G. B. MILLER, Treasurer

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MRS. H. A. GHOLSTON, 2nd V-Pres.
J. W. COBB, Secretary

The Colored
Madison County Chautauqua

"The Church, The Home, The School"

AUGUST 6, 7, 8, 9, 10, 1919

Richmond, Kentucky

Dud Cont

COMMITTEES

Religious—
Rev. J. W. Broaddus
Rev. W. D. Thompson
Rev. W. H. Ballew
Rev. W. H. Crowdus
Mrs. G. B. Miller

Home—
Mr. J. S. Walker
Mrs. J. H. Moberley
Mrs. Julia Gentry
Mr. Lafayette Gentry
Mr. Frank White

Music—
Mr. J. A. White
Mr. W. D. Miller
Dr. S. R. Gholston
Mrs. D. C. Francis
Mrs. L. A. Cobb

Education—
Prof. J. S. Hathaway
Dr. G. W. Pugh
Prof. J. H. Moberley
Miss G. L. Walker
Miss M. G. Bennett

Agriculture—
H. A. Laine, College Hill
Mr. C. C. Chadwell, Brassfield
Mr. Rice Cousin, Kirksville
Mr. Robt. L. White, White's Station
Mr. Dan Phelps, White Hall
Mr. Wm. C. Willis, Richmond, R. D.
Mr. Alex Phelps, Richmond R. D. 3.
Mr. Willis Collins, Red House
Mr. John M. Walker, Richmond R. D.
Mr. Chas. Blythe, Berea
Mr. Dean Chenault, Richmond, R. D. 4

College Hill Ky
June 24, 1919.

Dr. George E. Haynes
Washington, D.C.
Dear Sir:—

Would it be posible for you to spend one day at the Madison County Colored Chautauqua, to be held at Richmond, Ky. Aug. 6—10—1919?

Farmers' Day will be on Saturday Aug. 9, 1919, If you could come what would it cost the Chautauqua? Please let me hear at your earliest convenience.

With Highest Regards, I am

Yours truly,

Henry A. Laine C. Agr.
Madison County
Ky.

RECEIVED
DEPARTMENT OF LABOR
JUN 27 1919
Director of Negro Economics

Noted GHoff 6/26/19

Copy

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

July 15, 1919.

He replied place had been filled by another

Mr. Henry A Laine
College Hill, Ky.

Dear Sir:

Your invitation addressed to me at Washington, Ky., was received ~~at the time~~ It has been necessary ~~to wait until~~ ~~we were readjusting~~ my work ~~due to~~ was readjusted after we sought failure of appropriations ~~asked~~ from Congress before replying to you.

~~It has been necessary, therefore, to delay my reply until the crisis was passed.~~

I shall be glad to come to Richmond for your Farmer's Day of the Chautauqua, Saturday Aug. 9, if you have not already made other arrangements provided you cover expenses which I estimate at about $60. There will be no charge for my services.

I would come via C. and O. to Winchester and either by auto or L. and N. to Richmond.

Appreciating your invitation, I remain

Yours very truly

George E. Haynes
Director, Negro Economics

CO-OPERATIVE EXTENSION WORK
IN
AGRICULTURE AND HOME ECONOMICS
UNIVERSITY OF KENTUCKY

COLLEGE OF AGRICULTURE OF THE UNIVERSITY OF KENTUCKY AND UNITED STATES DEPARTMENT OF AGRICULTURE, CO-OPERATING.

EXTENSION DIVISION.
COLLEGE OF AGRICULTURE OF THE UNIVERSITY OF KENTUCKY.

Notes
Glass
7/26/19

LEXINGTON, KY.,

College Hill, Ky., July 24, 1919

Dr. George E. Haynes,
Director Negro Economics,
Washington, D.C.

Dear Sir:

When I returned from a trip out in the county, I found your esteemed letter of the 15th inst. replying to my letter of some weeks ago inviting you to address the Madison County (Ky.) Colored Chautauqua on "Farmers' Day" Aug. 9th, 1919. I regret, very much, that the delay in hearing from you, caused us to fear that my letter may not have reached you; and as time was so rapidly passing, we thought it best to go ahead with arrangements, trusting that in the near future arrangements may be made, whereby Madison County people may have the pleasure of hearing you speak. Trusting that the turn of affairs may not cause you any inconvenience, I beg to remain yours,

With cordial good wishes,

Henry A. Laine,
County Demonstration Agent,
Madison County, Ky.

RECEIVED
DEPARTMENT OF LABOR
JUL 26 1919
Director of Negro Economics

American Missionary Association

A. F. BEARD, D. D., *Honorary Secretary and Editor*
J. E. McAFEE, GEORGE L. CADY, D. D., *Corresponding Secretaries*
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REV. ALFRED LAWLESS, JR.
SUPERINTENDENT
LOUISIANA, MISSISSIPPI, ARKANSAS, ALABAMA, TENNESSEE AND KENTUCKY.
1947 N. JOHNSON STREET

SECRETARY SUSTAINING COMMITTEE
Angola Fund

SECRETARY-EDITOR
A. M. A. Alumni League

NEW ORLEANS, LA. July 31, 1919. 19

Prof. Geo.E.Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
AUG 4 1919
Director of Negro Economics

Dear Prof. Haynes:-

One of your circular letters of July 12 calling attention to the fact that the Department of Negro Economics is one of the three activities the Secretary of Labor has retained and asking for the continued cooperation of citizens has been mailed to me from Meridian, Miss. I think this line of activity deserves our most faithful support. While we have not done very much in Louisiana, yet I am writing to assure you that we are in hearty sympathy with the work you are doing and stand ready to cooperate as far as our time and means will permit.

If there is any line of activity in connection with your department which we may get back of and give sympathetic and positive support to, suggest it and we shall give it our attention.

I am glad that some way was found by which Lemuel Foster was retained in service in Meridian. His influence in that life is very much needed.

Best wishes for continued success.

Very truly yours, Alfred Lawless, Jr.

August 5, 1919.

Mr. Alfred Lawless, Sr.
1947 N. Johnson Street
New Orleans, La.

Dear Mr. Lawless:

Your good letter of July 31 gave me inspiration and renewed courage. We are reorganizing our plans so as to be able to carry on much of the activities by correspondence. By securing information from private organization, agencies etc. and advising them of things that may be done we hope, in this way, to carry on until a time when Congress sees its way clear to give appropriations for the work.

In line with your letter I am adding your name to our list of correspondents whom we shall write from time to time for information, advice and help. Communications will probably be in circular form because of having to get them out to a number of people, but I hope you will look upon them as personal communications and assent to you along with several other carefully selected citizens.

With many personal regards and best wishes for your success, I remain

Yours very truly,

Director of Negro Economics.

H/MLC

8/6/19

WILLIAM H. LEWIS
ISIDORE H. FOX
WILLIAM G. ANDREW

TELEPHONES { FORT HILL 5027 5028

LEWIS, FOX & ANDREW
ATTORNEYS AT LAW
346-347-348 OLD SOUTH BUILDING
294 WASHINGTON STREET
BOSTON.

August 14th, 1919.

Dr. George E. Haines, Director,
c/o U. S. Employment Service,
Detroit, Michigan.

My dear Dr. Haines:-

My delay in replying to your letter of August 8th is owing to the fact that I have been out of the city for several days.

What you say with regard to the situation here is news to me. Perhaps it would do no harm to come on and investigate the situation for yourself. I should be glad to be of any possible assistance.

Very sincerely yours,

William H. Lewis

WHL/F

Rec'd 8/29/19

Mr. Kline

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

Civil Service Exam.

Sept. 23rd for

Farm Economist.

"States Relation Service"

Dept. of Agriculture,

for duty in this city

Department of

Agriculture

Salary $2500 to $3500

Write Mr. Lawson

August 19, 1919.

Mr. Wilfrid W. Lawson
2011 Vermont Avenue, N.W.
Washington, D.C.

Dear Mr. Lawson:

Information has come to this office that the Civil Service Commission will hold an examination for Farm Economist for the "States Relation Service" of the Department of Agriculture (duty in this city) on September 23. Salary from $2500 to $3500 per annum. I am writing in the hope that this information will be of interest to you. Further information can be secured from the Civil Service Commission.

Yours very truly, per.
Mattie V. Campbell
Secretary to Dr. Haynes
Director of Negro Economics.

MLC

noted
Glass
8/23/19

4-6-1

August 27, 1919.

Mr. M.B. Lemus
85 West Rutland Square
Boston, Mass.

My dear Mr. Lemus:

I am so sorry that you found me out when you called at my office on the 19th, for I should have liked so much to have had a talk with you. Could you furnish me with the names and addresses of all the men who are active in leadership among the railroad employees? I am in very much need of such a list for use in the Department.

Yours sincerely,

Director of Negro Economics.

MLC

D.C.Z. MC
8/27 8/28

Railroad Men.

J. Maura	228 West 130th St., New York City
T. W. Driver	1008 Victory St., Little Rock, Ark.
R. A. Bufford	Oklahoma City, Ark
W. M. Marshall	Pine Bluff, Ark.
Thomas Bell	Texarkana, Ark.
Louis Fairchild	Poplar Bluff, Mo.
D. E. Kyles	Kansas City, Mo.
Pat Henry	(No street address) Chicago, Ill.
R. A. Fletcher	Ft. Smith, Ark.
Prince A. Goines	Y. M. C. A., Bluefield, W. Va.
Renzi B. Lemus	85 West Rutland Square, Boston, Mass.
Samuel R. Williams	2704 Jeanette St., Vicksburg, Miss.
R. L. Mays	3902 St. State St., Chicago, Ill, (Room 3)
W. G. Young	Box 115, Graham, Va.

4-6

August 29, 1919.

William H. Lewis, Esq.,
346 Old South Building,
294 Washington Street,
Boston, Mass.

My dear Mr. Lewis:

I thank you so much for your letter giving me your impression of the racial situation in Boston. After receiving it, I concluded it was not worth while to come on to Boston for conference with others in touch with the situation, as I am sure that any race friction would have come to your attention.

At a later time I hope I may be able to come to the "Hub" City for conference with you, and other citizens, on labor matters.

Yours sincerely,

Director of Negro Economics.

Notes
Appt 9/6/19

Bridgeville, Sullivan Co. N.Y.
August 31st, 1919.

Dr. George E. Haynes,
Director of Negro Economics
Department of Labor
Washington, D.C.

RECEIVED
DEPARTMENT OF LABOR
SEP 3 1919
Director of Negro Economics

My dear Dr. Haynes:

I wish to acknowledge your letter of August 19, 1919 forwarded to me here from 280 Fernwood Ave. Wash. D.C. relative to examination for Farm Economist. State Relations Service of the Department of Agriculture on September 23.

Through your office, having me in contact with Mr. William Lesh Secretary Urban League Newark New Jersey I am at present with Dr.

demands during the summer season
of the summer boarders. On this
place is an 18 room hotel and
in addition there are seven cottages
with apartments of 3 or 4 rooms, having
3 such apartments in each in running
order. Construction are more cottages
of 4 room apartments providing
housing for one family where privacy
and individual housing is desirable.
These are rented furnished the renters
doing their own cooking which helps
raise the market for vegetables.

I wish to thank you again for
your past favors to me, and to
express my appreciation of your valuable
aid to me in placing me in contact
with this situation.

Sincerely yours
Wilfrid W. Lawson.

August 30, 1919.

Mr. Adolphus Lewis
Field Secretary
Interchurch World Movement
222 Fourth Avenue
New York City.

Dear Mr. Lewis:

Please find enclosed copy of a letter I have written to Mr. Taylor in the hope that I might get in touch with your plans for racial cooperation.

Finding at the last day that I could not make it to Columbus I sent you a telegram as per the enclosed copy. I have been expecting since to have a report of the results of the Columbus conference and hope that you will let me have such a report as soon as you have such for distribution.

I am anxious to get in touch with the Interchurch World Movement and to help in any way I can.

Yours very truly,

Director of Negro Economics

Enclosures - 2
telegram dated July 9; letter Aug. 26.

14-3-3

F. W. AYER, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

S. EARL TAYLOR, General Secretary
A. E. CORY
Associate General Secretary
Director Field Department

222 FOURTH AVENUE

RECEIVED
DEPARTMENT OF LABOR
SEP 4 1919
Director of Negro Economics

September 3rd, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

Dear Dr. Haynes:

Just a word to say that in a few days I shall answer your letter and its enclosure of the 30th.

I am glad to know you are in sympathy with all we are attempting to do and are anxious to lend assistance. We are rapidly organizing our work for the fall and when we get to it, I shall give you some detailed information concerning the Negro participation.

The Columbus report to which you refer will be published and I shall be glad to mail you a copy as soon as it is ready.

Yours sincerely,

Adolphus Lewis

Secretary of Field Work
Among Colored People.

Noted
Gatt
9/6/19

AL/W.

Dr Moore Dr Moore
Dr Moore Dr Moore
Send applicants
Dr Moore Dr Moore
Green Greenfield

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

September 6, 1919.

Mr. Adolphus Lewis,
Secretary of Field Work, Interchurch World Movement,
222 Fourth Avenue,
New York City.

My dear Mr. Lewis:

It was indeed a pleasure to have a visit with you this week and to know of the large and constructive plans your organization is working out.

You asked me to send you the names and addresses of some persons who might be suitable field workers. I take pleasure in naming the following: Mr. John C. Wright, 36 Sherman Street, West Medford, Mass.; Mrs. Helen Curtis, 208 West 134th St., New York, N. Y.; Lieut. Richard Allen Greene, 20th and Jasper Streets, S. E., Washington, D. C.

Among some applications which are on file here there are some additional names, as follows: Dr. Harriet A. Rice, 75 Spring Street, Newport, R. I.; Thos. A. Bolling, 40 Lincoln Street, Hampton, Va.; and Arrington S. Helm, 1825 Gales St., N. E., Washington, D. C.

I judge you will have your own forms for requesting information regarding the training and experience of these persons, so I am not including any information about them.

With many cordial greetings, I remain

Yours very truly,

Director of Negro Economics.

Negro Economics

CONSUMERS' LEAGUE OF EASTERN PENNSYLVANIA

An organization for the betterment of conditions for working women and children through organized and responsible action of consumers

814-815 OTIS BUILDING
16th and SANSOM STREETS
TELEPHONE SPRUCE 5577

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Miss Henrietta M. Washburn
Miss Anna C. Watmough

Philadelphia, September 8th, 1919.

CHIEF CLERK
SEP 9 '19
DEPARTMENT OF LABOR

Secretary,
Division of Industrial Studies,
Department of Labor & Industry,
Washington, D.C.

Dear Sir:

Will you kindly advise us whether the Department of Labor has made a study or a survey of the colored women workers in Philadelphia or Pennsylvania. If so, is the material in printed form that would be available to us?

Very sincerely yours,

A. Estelle Lauder
Executive Secretary.

LR.

W Brown

F. W. AYER, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

S. EARL TAYLOR, General Secretary
A. E. CORY
Associate General Secretary
Director Field Department

222 FOURTH AVENUE

September 9, 1919.

Mr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

Dear Mr. Haynes:

Will you kindly send to me any form of questionnaire that you may have dealing with the labor situation among our folk. I am preparing a questionnaire for the general use of the Movement for our survey and I feel certain that you can help us especially where it relates to labor conditions.

If you have not one already prepared, if you will just suggest a list of questions, we shall be glad.

Yours sincerely,

Adolphus Lewis

Secretary of Field Work
Among Colored People.

Armstrong questionnaire

R
GEH
9/11/19

RECEIVED
DEPARTMENT OF LABOR
SEP 10 1919
Director of Negro Economics

AL/W.

F. W. AYER, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

S. EARL TAYLOR, General Secretary
A. E. CORY
Associate General Secretary
Director Field Department

222 FOURTH AVENUE

September 9, 1919.

Mr. George E. Haynes,
Director Negro Economics,
Department of Labor,
Washington, D.C.

Dear Mr. Haynes:

Thank you for your letter of the 6th and the names you submitted. May I again express my deep appreciation for your having called in to see me and proffered your assistance to the task that is before us. It was indeed a pleasure for me to have met you and I trust that it is only the beginning of a more intimate and cooperative relationship.

I trust that you will give me the liberty to call upon you for any assistance at any time that we may need it.

Whenever you are in the city kindly feel free to use my office for any convenience it may be to you.

Yours sincerely,

Josephus Lawrence

Secretary of Field Work
Among Colored People.

Noted GEH 9/10/19

AL/W.

September 11, 1919.

Mr. Charles H. Anderson
Care of Charles H. Anderson Banking Co.
Jacksonville, Fla.

Dear Mr. Anderson:

I called the other day at the Nucleus Toggery Shop as per my conversation with you at Chicago some days previous. To my regret, I was informed that you had gone home. I would be pleased to have such word from you as you think best about development of plans for your New York Bank.

Recently a young man, Mr. Wilber F. Lucas, who lives at 240 West 40th Street, New York, called upon me for advice about opportunities for accounting and financial opportunities. He is a bright young man, has just finished from New York University, specializing in economics, banking and theory of accountancy. I have known him and his family for a number of years and regard him as a young man of very reliable character, above the average in ability and with a pleasing personality. I do not know but what you might want to get in touch with such a young fellow in view of your banking plans. Of course he has had no experience. This he realizes and says he is willing to start at the bottom and work up.

Trusting to hear from you at your pleasure,

I remain

Yours sincerely,

Director of Negro Economics.

H/MLC

9

September 12, 1919.

Dear Sir:

Several times I have tried to reach you by telephone with reference to the International Labor Conference to be held here in Washington October 29. As you probably know, delegates to this conference are to represent the nations that were represented at the Peace Conference.

I am writing to inquire whether the matter has been taken up by the Government of Liberia as it seems to me very important that the Negro Republics should be represented. This office is at your service in that connection.

Yours very truly,

Director of Negro Economics.

To the Honorable Ernest Lyons
Liberian Consul General to United States
421 Druid Hill Avenue
Baltimore, Md.

H/MLO

0

September 12, 1919.

Mr. Adolphus Lewis
Field Secretary
Interchurch World Movement
222 Fourth Avenue
New York City.

Dear Mr. Lewis:

Your two cordial letters of September 9 are before me. I can respond by saying that it was indeed a pleasure for me to get acquainted with you and I, too, look forward with anticipation to a more intimate cooperative relationship. Whenever I can serve you, command me.

The enclosed questionnaire is one the Department used in making inquiry into industrial plants in six northern states where Negroes had been taken into industry in large numbers. We covered 244 establishments in eight lines of industry where Negroes were principally employed and had hoped to carry this further into the South and to increase the number of plants but failure of our appropriation prevented.

As you will notice, this does not cover labor conditions in the rural districts which seem to me quite as important for the South. I am not sure of the exact purpose of your inquiry but will be pleased to make suggestions for questions on the rural phase of labor if you give me further information on this point.

I may add also that I am as deeply interested in other phases of the investigation because it seems to me that housing, recreation, church and school facilities are also vital matters in problems of Negro laborers.

I appreciate so much your cordial invitation to use your office when in New York and will be pleased to accept it whenever the occasion arises.

Yours sincerely,

Enclosure.

Director of Negro Economics.

P.S. Please return the questionnaire as we have no blank copies. In using parts of it you will of course note that it will be necessary to acknowledge its source as it is official.

H/MLC

U. S. DEPARTMENT OF LABOR

REPORT ON NEGRO WORKERS IN State of_____
County of_____
City of_____

To: Members of State, County and City Negro Workers' Advisory Committees.
To: Volunteer persons who are willing to supply information relating to Negro workers and local labor conditions.

Please fill out the blank spaces below and return this report, in the enclosed envelope, WHICH REQUIRES NO POSTAGE, to the Director of Negro Economics, Department of Labor, Washington, D.C.

1. Are there many Negro workers out of employment in your county, town or city (Please indicate by x mark whether county, town, or city)?

2. Have many Negro workers been released during the past 30 days?

3. Please name the occupations from which they have been released, and, if possible, the exact number released from each occupation:

4. If Negro workers have been released, were they reemployed in other occupations or are they idle in the community?

5. If reemployed, please name the occupations into which they have been taken:

6. Give names of any new avenues of employment that have been recently opened to Negro workers: Men:

Women:

7. As far as possible give present prevailing wages by day or week in principle occupations in which Negroes are principally engaged:

8. If possible, please give on back of this sheet the names and addresses of plants and employers who employ a considerable number of Negro workers, with approximate number employed in each plant.

R E M A R K S:

Under "Remarks" please furnish any information which you think should be brought to the attention of the Department of Labor. <u>If necessary use the back of this sheet</u>.

Information furnished by:_____
Address:_____
Date:_____

(Over)

DEPARTMENT OF LABOR

TELEGRAM

WU 15 Q 50-Night

GO- Philadelphia, Pa.

Sept 14,1919.

Geo.E.Haynes,

Dept of Labor,

Washington, D.C.

Arriving ten thirty Monday morning

Adolphus Lewis

10amSept 15th.

Noted
GEH
9/15/19

RECEIVED
DEPARTMENT OF LABOR
SEP 15 1919
Director of Negro Economics

925

LIBERIAN CONSULATE GENERAL

BALTIMORE, MARYLAND, U. S. A.

BALTIMORE, MD.
Sept. 14/19.

RECEIVED
PARTMENT OF LABOR
SEP 20 1919
Director of Negro Economics

The Hon. Geo. E. Haynes
Director of Negro Economics
Washington D.C.

Sir:- I have your letter inviting Liberia to take part in the International Labor Conference to be held in Washington October 29th. Liberia will be glad to be represented. I shall take the matter up formally with the Government in the meantime. You can count on representation from the Republic.

Noted
Gatt
9/22/19

Respectfully,
Ernest Lyon
L. C. G.

See Mr Smyche

R Gatt
10/13/19

DEPARTMENT OF LABOR

TELEGRAM

b7 wu 19 1115a

Ms NewYork Sep 17 1919

Geo E Haynes, Director Negro Economics,

Dept of Labor, washn DC

Survey as it affects Negroes will not be discussed fully until Saturday No objections to your presence preceeding days

Adolphus Lewis

OK
KD 9/19/19
See Dr Haynes
Telegram of
9/19/19

Note
Sept
9/22/19

RECEIVED
DEPARTMENT OF LABOR
SEP 18 1919
Director of Negro Economics

Dr. Haynes

P.O. Box 149
Xenia, Ohio.
Sept. 16, 1919

R
9/23/19

RECEIVED
SEP 19
SECRETARY'S
OFFICE

Dear sir:

I am very much interested in the race question in America, and I believe that you are also.

The solution of the problem means much to this great country of ours.

It is because of this interest, I am writing to the prominent men of the country to outline my plan of solution.

I wish to state that I do not approve of the method of cursing and abusing the white man, but like Booker T. Washington, I put my hope in a peaceful solution.

In order to solve any problem, one must have the proper solution.

I believe my plan to be that proper solution.

My belief is that if the negro

builds up industries, prejudice and discrimination will vanish.

What do you think of it?

For an example of what money and industries do for a race, one has only to consider the Jew.

Enclosed you will find my plan.

I want to know if you approve or disapprove of it.

Thanking you in advance for your reply I am,

Yours truly,

James T. Logan

The Logan Plan.

1. The organization of what is to be known as the "National League for the Development of Negro Industries".

2. The membership fee of said organization to be no specified sum but any amount from one to one thousand dollars. The money to be used to build negro industries.

3. The National League is to obtain a charter of incorporation after each factory has been in operation long enough to be on a paying basis. Stocks will then be issued to those who contributed.

4 The officers of the league to be only men who are willing to do that which is fair and square.

5. The headquarters of the league to be located in the city of Xenia, state of Ohio, County of Greene. To be

operated in such a manner as not to conflict with the laws of Ohio, or of the United States.

"The purpose of the league in developing negro industries, is to make the negro less dependent and to bring him into the commercial activities of the country, thereby adding to the wealth and prosperity of the nation.

Through the developement of these industries, the negro youth will no longer be afforded the excuse of not having a chance to be a great factor in the industrial world.

Industries will cause prejudice and discrimination to vanish.

— James Logan

September 23, 1919.

Mr. James T. Logan,
P. O. Box 149,
Xenia, Ohio.

My dear Mr. Logan:

Your interesting letter of September 16, to the Secretary of Labor, outlining a plan for the solution of the race problem, has been referred to me for reply. I have gone carefully over your plan. Permit me to call your attention to the fact that the National Negro Business League has recently adopted a plan for cooperative business, and you might be able to get the interest of that organization in your plan. The development of business enterprises lies somewhat without the jurisdiction of this Department. Should you be interested in taking up this matter with the National Negro Business League, you may write Dr. R. R. Moton, President, Tuskegee Institute, Ala., or Dr. Emmett J. Scott, Executive Secretary, Howard University, Washington, D. C.

With many cordial greetings, I am

Yours very truly,

Director of Negro Economics.

October 4, 1919.

Mr. Adolphus Lewis
Field Secretary
Interchurch World Movement
222 Fourth Avenue
New York City.

Dear Mr. Lewis:

I have just learned that spectators will be admitted to the President's Industrial Conference at the beginning by a ticket. The question of whether or not they will be admitted to later sessions will be decided by the Conference. The first session is called for 2:30 Monday at the Pan American Building. I have a ticket for you if you decide to come. Please wire me before Monday noon.

Yours sincerely,

Director of Negro Economics.

H/MLC

October 6, 1919.

Mr. John W. Lewis, Chairman
Commission on Business & Economics
National Race Congress
Washington, D.C. (Care of the Industrial Savings Bank)

Dear Sir:

Please find enclosed a list of the Negro banks in 1917 together with the location and name of President so far as that is available. There is no information available as to the number of possible houses and the kinds of businesses conducted. The acreage and value of the land are given "free" and "mortgaged" for the Southern States only. Figures are available only for those states. The number of Negro farm owners and part owners is available for each southern state but this makes such a list of figures that we are unable to have them prepared for you on such short notice. There follows here, however, totals for the Southern States (which include Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma and Texas). For the South as a whole, Negro farm owners operated 15,691,536 acres in 1910, at a total valuation of land and buildings $272,992,238. The average value of land building per farm owned was $125; per acre owned $17.40. These figures, of course, do not take in managers of farm for others and tenants farming on cash or rental tenancy, nor of farm laborers.

The number of Negro farm owners having farms in 1910 free of mortgage was 128,557; the number owning farms with mortgages, 46,753; part-owners, 43,177, making a total of 218,467 Negro farm owners. The average number of acres unimproved per farm in 1910 was 74.5; the average number of acres improved 35.4 acres.

I was asked by Dr. Jernagin to serve under you on the Commission and I shall be pleased to know by telephone what day you plan to call the Commission together that I may sit with you in the preparation of its final report, if you wish me.

Yours sincerely,

H/MLC

Director Negro Economics.

NEGRO BANKS:

ALABAMA

Name	City	President
Tuskegee Institute Savings Dept.	Tuskegee Institute	Warren Logan

DISTRICT OF COLUMBIA

Industrial Savings Bank	Washington	John W. Lewis

FLORIDA

Anderson Tucker & Company Bankers	Jacksonville	C.H. Anderson
Progress Savings Bank	Key West	
Savings Bank	Ocala	

GEORGIA

Atlanta State Savings Bank	Atlanta	J.O. Ross
Penny Savings, Loan & Investment Co.	Augusta	R.S. Williams
Mechanics' Investment Co.	Savannah	Henry Pearson
Savannah Savings & Real Estate Corporation	"	W.S. Scott
Wage Earners Loan & Investment Co.	Savannah	L.E. Williams

ILLINOIS

Enterprise Savings Bank	Springfield	John M. Mosby
Jesse Binga Bank	Chicago	Jesse Binga
American Bank	Chicago	Wm. D. Neighbors

INDIANA

Pythian Bank and Loan Asso.	Indianapolis	

MARYLAND

Mutual Benefit Society Bank	Baltimore	H.O. Wilson

MASSACHUSETTS

Eureka Cooperative Bank	Boston	Gilbert C. Harris

MISSISSIPPI

Bank of Mound Bayou	Mound Bayou	J.W. Frances
Delta Penny Savings Bank	Indianola	J.E. Walker

NORTH CAROLINA

Dime Bank	Kinston	H.E. Dunn
Forsyth Savings & Trust Co.	Winston-Salem	J.S. Hill
Holloway, Murphy & Co.,Bankers	Kinston	T.B. Holloway
Isaac Smith Trust Company	Newbern	Isaac H. Smith
Mechanics and Farmers' Bank	Durham	John Merrick
Mutual Aid and Banking Company	Newbern	J.P. Stanley
Savings Bank	Raleigh	

OKLAHOMA

Bank Boley and Trust Company	Boley	Johnson
People's Bank and Trust Company	Muskogee	L.A. Bell

PENNSYLVANIA

People's Savings Bank	Philadelphia	George H. White
Brown & Stevens Banking Co.	Philadelphia	E.C. Brown

TENNESSEE

Fraternal Savings Bank and Trust Co.	Memphis	J.J. Scott
One Cent Savings Bank	Nashville	R.H.Boyd
People's Savings Bank and Trust Co.	Nashville	J.M.Townsend
Solvent Savings Bank and Trust Co.	Memphis	J.M.Sanford

TEXAS

Farmer and Citizens' Savings Bank	Palestine	E.M. Griggs
Farmers' Improvement Bank	Waco	R.L. Smith
Orgen Savings Bank	Houston	F.L. Lights
Farmers' and Mechanics' Bank	Tyler	W.A. Redwine
Fraternal Bank and Trust Company	Fort Worth	W.H. McDonald, Cashier

VIRGINIA

Brickhouse Savings Bank	Hare Valley(Exmore,R.F.D.)	B.T. Coard,Jr.
Brown Savings Bank	Norfolk	E.C. Brown
Crown Savings Bank	Newport News	E.C. Brown
Sons and Daughters of Peace Penny,Nickel & Dime Savings Bank	Newport News	S.A. Howell
American Home & Missionary Banking Asso.	Courtland	O.G. Jenkins
Mechanics Savings Bank	Richmond	John Mitchell,Jr.
Nickel Savings Bank	Richmond	R.F. Taniel
People's Dime Savings Bank Trust Co.	Staunton	Samuel Lindsay
Southern One Cent Savings Bank	Waynesboro	D.W. Baker
St.Luke's Savings Bank	Richmond	Mrs.Maggie B.Walker
Mutual Savings Bank	Portsmouth	J.Frank Proctor

D R A F T

Mr. John W. Lewis, Chairman
Business and Economics
National Race Congress
Washington, D.C.

Dear Sir:

Please find enclosed a list of the Negro banks in 1917 together with the location and name of President so far as that is available. There is no information available as to the number of possible houses and the kinds of businesses conducted. The acreage and value of the land is given "free" and "mortgaged" ~~only~~ for the Southern States only. Figures are available only for those states. ~~For the South as a whole~~ The number of Negro farm owners and part owners is available for each Southern State ~~for the Southern States only but this~~ but this makes such a list of figures that we are unable to have them prepared for you on such short notice. There follows here totals, ~~The totals~~ however, ~~are~~ for the Southern States (which include Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma and Texas). For the South as a whole, Negro farm owners operated 15,691,536 acres in 1910, at a total valuation of land and building $272,992, 238. The average value of land building per farm owned was $125; per acre owned $17.40. These figures, of course, do not take in ~~manufacturing~~ managers of farm for others and tenants farming on cash or rental tenancy, nor of farm laborers.

The number of Negro farm owners having farms in 1910 free of mortage was 128, 557; ~~There~~ the number of farms owning with mortgages, 46.733; part-owners, 43,177. ~~Total~~ making a total of Negro farm owners, 218,467. The average number of acres improved per farm in 1910 was 74.5 acres. ~~The average value of land and buildings owned by Negro farmers~~ average number of improved 35.4 acres

I was ~~informed~~ asked by Dr Jernagin to serve under you on the Commission and

I ~~should~~ shall be pleased to know by telephone what day you plan to call ~~the~~ Commission together. ~~as I have been asked to act with the number with you and will be glad to adjust my program so as to~~ that I may sit with ~~the~~ you. ~~Commission in the~~ ~~preparation of its final report~~ preparation of its final report, if you wish me.

Yours ~~sincerely~~

CAPITAL STOCK $50,000

THE WHITELAW APARTMENT HOUSE COMPANY

(INCORPORATED)

OFFICE: PYTHIAN BUILDING, 1938 TWELFTH ST., N. W.
WASHINGTON, D. C.
PHONE N. 6813

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President

WM. H. ROBINSON
Secretary

LAURENCE E. MURRAY
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C. A. LEE
A. V. THORNTON
L. H. FISHER
WM. H. ROBINSON
JOHN W. LEWIS

September 27th, 1919.

Dr. George E. Haynes,
Bureau of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Sir:

Having been appointed a member of the Commission of Business and Economics of the National Race Congress of the U. S., I am writing this letter for the purpose of having you send me the following information:

Number of Colored Banks in the U. S., with their names, locations, assets and liabilities, and number of depositors.

Number of Farmers, by states, with their aggregate land holdings and wealth.

Number of Business houses and kind of business conducted, this by States, and if possible the yearly income from such business.

Very truly yours,

John W Lewis
Chairman.

RECEIVED
DEPARTMENT OF LABOR
SEP 29 1919
Director of Negro Economics

R
GEH
10/6/19

October 13, 1919.

Dr. Ernest Lyon,
Liberian Counsul General,
421 Druid Hill Avenue,

Sir:

Following your letter of September 14, I have been keeping in touch with the developments for the International Labor Conference and have just learned from Mr. Greenwood, in charge of the arrangements for this Department, that the names of the Liberian delegates or representatives have not yet been received. As plans for the Conference are maturing I have asked Mr. Greenwood to send you a note, direct, and will be pleased if you will kindly expedite arrangements for your Government.

Yours respectfully,

Director of Negro Economics.

h
p

DEPARTMENTS
CHURCH EXTENSION
WHITFORD L. McDOWELL
CITY WORK
MELVIN P. BURNS
RURAL WORK
PAUL L. VOGT

THE BOARD OF HOME MISSIONS
AND CHURCH EXTENSION
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1701 ARCH STREET
PHILADELPHIA, PENNSYLVANIA

DAVID D. FORSYTH
CORRESPONDING SECRETARY

BISHOP JOSEPH F. BERRY
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W. J. ELLIOTT
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FRONTIER WORK
EDWARD LAIRD MILLS
EVANGELISM
GEORGE B. DEAN
BUREAU OF PUBLICITY
RALPH WELLES KEELER

G. Q. LeSourd
Lantern Slide and Lecture Bureau,
124 East 28th St., N.Y.C.

October
Fourteenth
Nineteen Nineteen.

Mr. George E. Haynes,
Department of Labor,
Office of the Secretary,
Washington, D.C.

My dear Mr. Haynes:

Mr. Vinton asks that I communicate with you regarding our lecture on the negro. I will be very glad to have you write this for the Interchurch World Movement instead of for the Methodist Board. Our Methodist constituency will have access to Interchurch slides and I believe that the lecture can have a larger field of usefulness in this case if prepared for the Interchurch World Movement, than if confined to Methodist work alone.

Very sincerely yours,

G. Q. LeSourd

GQL
VMA

Noted
GEH
10/18/19

RECEIVED
DEPARTMENT OF LABOR
OCT 15 1919
Director of Negro Economics

C O P Y

240 West 40th St.,
New York, Nov. 12, 1919.

Dr. George E. Haynes,
Department of Labor,
Washington, D.C.

Dear Dr. Haynes,

This letter is past due, however I feel it very imperative that I should write you at this time. I want to thank you for your efforts in my behalf in regards to Mr. Anderson, the banker. I also feel that a word of explanation might be suitable, as to the correspondence that I had with Mr. Anderson.

Thru your efforts he wrote me a letter, ofering me a position in Florida, providing we could agree on a suitable salary. The matter was left entirely to me, and in-experienced as I am, I asked Mr. Anderson for a salary of One Hundred and Fifty Dollars ($150) per month - a sum which I later concluded was exceptionally hight for a beginner. Mr. Anderson explained his inability to hire me for such a price and I immediately lowered the sum to Twenty-five Dollars (25) per week. This was also un-suitable to Mr. Anderson, and he wrote me to that effect. In a return letter to him I asked for his cooperation and help in the matter of fixing a proper salary, one agreeable to him, and at the same time I assured him that I did not care to entirely under-rate my ability, as an efficient workman.

I have not heard from Mr. Anderson since, and I feel that he might have mis-interpreted the spirit of my reply: to land the position for the apportunity, not the money excepting for a living wage in Florida.

The situation has been a very delicate one and I have endeavored to handle it in a way that would fully be fit your recommendation of me to Mr. Anderson. I am sure that you can understand my mistake as a young man just out of school and well appreciate my effort to right that mistake.

With very best regards to yourself and family from Mother, Father and Brother, I am

Yours very truly,

(Signed) Wilmer F. Lucas.

November 20, 1919.

Mr. Wilmer F. Lucas
240 West 40th Street
New York City.

Dear Mr. Lucas:

I received your letter about your mistake in negotiations with Mr. Anderson and have written him. I hope you may hear from him. If not, please let me know. May I ask if you know stenography and typewriting? Please give me this information by return mail.

Yours sincerely,

Director Negro Economics.

H/MLC

November 20, 1919.

Mr. Charles H. Anderson
Care of Chas. H. Anderson Banking Co.
Jacksonville, Florida.

Dear Mr. Anderson:

The enclosed letter from Mr. Wilmer F. Lucas explains itself. Evidently the young man from his inexperience realizes that he made a mistake in his negotiations with you. If you can help him, I will appreciate it as I think he has the right stuff in him for the making of a business man. His boyish inexperience, of course, is evident.

I am in New York a good bit of the time now and hope to see you when you are East again. You can get connections with me at the home of Mrs. Nicholas, 219 West 138th Street.

Yours sincerely,

Enclosure.

Lucas

Noted
12/9/19

240 West 40th St.
New York, Nov 21, 1919.

Dr George C. Haynes,
Department of Labor,
Washington D. C.

RECEIVED
DEPARTMENT OF LABOR
NOV 22 1919
Director of Negro Economics

My dear Dr Haynes,

Your letter of the 20th Inst was received this evening, and per your request, I am answering by return mail.

I am not, as yet, sufficiently prepared in Stenography or Typewriting to render the most efficient service. For the past month I have been making an intense study of these subjects, in the evenings, and the progress has been commensurate. I also wish to say that I am continuing my work in Accounting in the evenings. I want to thank you sincerely for your very hearty interest.

Yours very truly
Hilmer F. Lucas.

RICHARD D. ANDERSON, PRESIDENT

CHAS. H. ANDERSON, CASHIER

Anderson & Co., Bankers

402 Broad Street
Jacksonville, Florida

December 1st, 1919.

RECEIVED
DEPARTMENT OF LABOR
DEC 5 1919
Director of Negro Economics

Mr. George E. Haynes
Washington,
D. C.

Dear Sir:-

Your letter enclosing communication from Mr. Lucas received some days ago. I am sure he would have fitted admirably in the work but as he later found out his value to the business at that time was not as much as the beginning salary he named. At the present, however, the position is filled and there is no opening for another worker just now. If in the future there is such an opening, I shall be glad to notify him on the same terms as you recommend him as having ability to learn banking.

I trust that you are progressing in a fine way in your own work and that you are planning to look in on us again here. The business of the institution grows in a fine way and keeps me on the firing-line indeed. Let me hear from you when your time permits. With all good wishes, I remain

Respectfully yours,
Chas. H. Anderson

PS
I will be in N.Y. about Dec. 17th to respect plans for banks & would like to have you as one of us. Can you meet me there? Kindly let me know.
CHA

A/M

17
1
Freeman
7.2
6-189x

December 8, 1919.

Mr. Charles H. Anderson, Cashier
ANDERSON & COMPANY, BANKERS
402 Broad Street
Jacksonville, Fla.

Dear Mr. Anderson:

I thank you kindly for your full letter of December 1 about Mr. Lucas and trust that it may be possible for you to offer him another opportunity in the future. I note your postscript on the letter and would say that I shall be in New York on the 17th and would be glad to have a talk with you. My address is Green Hut Building, Interchurch World Movement, Sixth Avenue and Eighteenth Street. My telephone is Watkins 9060, should you wish to make an appointment before coming out.

Yours very truly,

George E. Hayes

H/ULC

THE SURVEY
112 EAST 19TH STREET
NEW YORK

RECEIVED
DEPARTMENT OF LABOR
JUN 1 - 1920
Director of Negro Economics

May 28, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Dr.Haynes:

Could you find time to review very briefly for the Survey the study of Negro migration during the war which Emmett Scott has just completed for the Carnegie Endowment and which has been published as one of their "preliminary studies of the economic effects of war."

I should very much appreciate this.

Yours sincerely,

BL:~~LG~~

R
Glatt
6/2/20

Postal Card

CONSUMERS' LEAGUE OF EASTERN PENNSYLVANIA

An organization for the betterment of conditions for working women and children through organized and responsible action of consumers

814-15 OTIS BUILDING
16th and SANSOM STREETS
Telephone Spruce 5577

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Mrs. A. S. Wing
Mrs. Pope Yeatman

Charles: Can you give us some more information on this? "Phil" 6/15/20

Philadelphia, Pa.
June 12, 1920.

RECEIVED
DEPARTMENT OF LABOR
JUN 15 1920
Director of Negro Economics

Department of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Sirs:-

I greatly desire to have some of the latest census figures on the negro population in Philadelphia, and I am writing to ask you whether you will advise me how to go about getting these figures.

I have been thinking that perhaps it is a little early to appeal to the Census Bureau for this information, and that it may be you have some way of obtaining the same. If possible, I should like to divide it up into a finer points so that I might know what percentage of the colored population consists of women and girls.

I assure you I shall be very grateful to you for giving this your attention, and for any assistance that you may be able to extend to me.

Very truly yours,

A. Estelle Lauder
Executive Secretary.

AEL/REG

6/25/20

Data not available

ENDORSED BY THE CHAMBER OF COMMERCE

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

June 15, 1920.

Miss A. Estelle Lauder,
Executive Secretary, Consumers' League of Eastern Penna.,
814-15 Otis Building,
Philadelphia, Pa.

My dear Miss Lauder:

We were pleased to give due attention to your inquiry of June 12, 1920, regarding the Negro population of Philadelphia, but have been informally advised as follows by the Bureau of the Census:

> "Replying to your inquiry concerning the colored population of Philadelphia, permit me to advise you that this data is not yet available, and that it will probably be sometime before a detailed release, covering the different elements of the population, will be made for that city."

It is the policy, I believe, of the Bureau of the Census as well as other governmental bureaus and departments to make releases of information, such as that which you seek, to the public press before submitting the same to private individuals and organization. I understand that such a policy is followed for the purpose of avoiding alleged discrimination, the need of which I am sure you will appreciate.

Yours very truly,

GEORGE E. HAYNES,

Director of Negro Economics

By

Assistant.

6/25/20

Copy

The Survey

112 East 19th Street,

New York, July 22, 1920.

Mr. George E. Haynes,
Department of Labor,
Washington, D. C.

Dear Mr. Haynes:

I received your letter of July 18th which, however, only enclosed the second page of your review of Dr. Scott's book. If the first page has not been lost will you kindly send it on.

Yours sincerely,

B. Lasker.

Glad 8/3/20

RECEIVED
DEPARTMENT OF LABOR
JUL 23 1920
Director of Negro Economics

THE SURVEY
112 East 19th Street
New York

July 27, 1920

Thank you for your book review

RECEIVED
DEPARTMENT OF LABOR
JUL 29 1920

Glass
8/3/20

Director of Negro Economics

Blasker

PUBLIC LIBRARY

FRED. LANDON,
LIBRARIAN AND SECRETARY

LONDON, ONT.

September 6 , 1919

Dr. George E. Haynes ,
Department of Labor ,
Washington , D.C.,

Dear Sir ,

I would be very glad if you could furnish me with the publications of the Division of Negro Economics so far issued. I have only one bulletin , that on Negro Migration in 1916-17 and as the Negro problem is a question in which I am much interested I feel sure that the other issues would be equally valuable .

There has been a larger movement of Negroes into Canada than usual in the last two years , coincident of course with the general movement into the north . So far I have heard of but one protest in Canada . That was at Sarnia , Ont., a border town where there was complaint . On the other hand the Great War Veterans' Association at Windsor and Chatham , Ont., took sides with the Negroes in protesting against some discrimination that was being attempted in connection with theatres and cafes .

My interest has been very largely in the history of the Negro in Canada , particularly before 1860 , but the whole race question is of concern . I should appreciate being placed on your mailing list for future issues as well as receiving the numbers already issued that are available .

Yours truly ,

Fred Landon

City Librarian.

September 10, 1919.

Mr. Fred Landon,
City Librarian, Public Library,
London, Ontario, Canada.

Dear Sir:

Replying to your letter of September 6, I am glad to note that you have copies of "Negro Migration in 1916-1917" which is the principal publication this Division has released. However, I am pleased to send you, under separate cover, some news releases and pamphlets which will give you information regarding the special attention which the Department of Labor has been giving, during the past year, to Negro labor matters. Also, you are referred to page 109 of the Sixth Annual Report of the Secretary of Labor. No doubt you have a copy of this report. I am entering your name on our mailing list for future publications and releases. If you are interested in articles which I have prepared for private publication, I suggest that you secure a copy of the "Review of Reviews" for April 1919, and a copy of "Negro Newcomers in Detroit" published by the Home Missions Council, 156 Fifth Avenue, New York City.

I am much interested in your statement regarding the large movement of Negroes into Canada and am wondering if you would be kind enough to furnish me with some facts in this regard, as well as any incidents growing out of the same.

Yours very truly,

Director of Negro Economics.

RP

Mire

Powhatan Hotel
Washington, D.C.

May 17, 1920.

Dr. George E. Haynes
Department of Labor
Washington, D.C.

Dear Dr. Haynes:

Confirming our conversation about Negro investigations, let me say that Mr. Woofter declines to serve. As I explained to you, I hold myself in readiness to write the scientific summary provided another worker is found to fill out the questionnaires which Dr. Douglass wishes used. And also I will write an interpretative summary from the human interest standpoint if the worker filling out the questionnaires is equal to a purely abstract, scientific statement of the conclusions revealed by the questionnaires. I am not willing, however, personally to fill out the questionnaires myself, for a number of reasons.

Dr. Gray of the Bureau of Farm Management of the Department of Agriculture is willing to pay my expenses and $250 a month, for not more than four months, to make a study of successful plantations in the five principal plantation regions in Texas, Mississippi, Alabama, Georgia and South Carolina. And he will provide me with a trained investigator to work under me direct and in cooperation with me. I am wondering whether it might not be advisable for me to do this, but I will not undertake this porposition as a substitute for my work for the Interchurch unless it meets your hearty approval, for I value the personal relationship between us too much to do anything that will put me at a discount in your opinion.

Sincerely,

L/C

Lewell

August 31, 1920.

Mr. R.H. Leavell
C/o The Southern Pine Association
New Orleans, La.

Dear Mr. Leavell:

I am just sending this note to get in touch with you again and to know your plans and movement. I would be glad also to get any information you have about your housing plans. If you are to be in or near Washington soon I would be glad to get in touch with you.

Yours sincerely,

Director of Negro Economics.

R/MLC

September 20, 1920.

Mr. Wilmer F. Lucas,
240 West 40th Street,
New York City.

Dear Mr. Lucas:

We have an inquiry from a bank for a first-class accountant and I am writing to ask how much chance you have had to get experience along this line during the past year. It would be well also for you to send me additional letters from those under whom you had your previous training and experience.

Yours very truly,

Director of Negro Economics.

H/MLC

Np

September 25, 1920.

Dr. Alfred Lawless, Jr.,
First Congregational Church,
Care of Dr. Brown,
Atlanta, Ga.

Dear Dr. Lawless:

I find that we do not have your correct Atlanta address here in the official files of the Washington office. Please send it to me at your convenience.

Cordially yours,

Director of Negro Economics.

R/MLG

The American Missionary Association

AUGUSTUS F. BEARD, D. D.,
Honorary Secretary and Editor

GEORGE L. CADY, D. D.,
J. E. MCAFEE,
Corresponding Secretaries

IRVING C. GAYLORD,
Treasurer

SAMUEL LANE LOOMIS, D. D.,
Associate Secretary

First Congregational Church Building

~~183 Courtland St.~~
45½ Auburn Ave.,

SOUTHERN CHURCH WORK
REV. ALFRED LAWLESS, Jr. D. D.,
General Superintendent

Atlanta, Ga., Sept. 29, 1920.

Prof. Geroge E. Haynes,
Director of Economics,
Dept. of Labor,
Washington, D. C.

RECEIVED
DEPARTMENT OF LABOR
OCT 1 1920
Director of Negro Economics

Dear Brother Haynes:

My present address is 45½ Auburn Avenue, Atlanta, Georgia. My home address is 398 Auburn Avenue, Atlanta, Georgia. I regret very much your inability to attend the National Convention which was very successful.

Sincerely yours,

Alfred Lawless, Jr.

AL/MJ

Noted
GEH
10/2/20

Negro Economics

December 9, 1920

Dr. George Haynes,
Care Interchurch,
45 West 18th Street,
New York

Meet R. H. Leavell Friday morning eight o'clock Grand Central Station Bridgeport train gate.

Phillips

Phillips

- -

ATTEST:

Office of the Secretary,
Contingent Expenses - 1921

Assistant to Dr. Haynes

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

December 30, 1920.

Dear Dr. Haynes:

Mr. Leavell has just been in the office and asked me to say to you that he has had inquiry thru Mr. Smith from Peabody which he thinks may lead to his going with Peabody to do some work for Negroes and that he would like to talk it over with you just as soon as you are back in the city. He is stopping at 8 Jackson Place, Telephone Main 1544.

Yours truly,

Mattie L. Campbell

Clerk, Division Negro Economics.

Notes
Clerk
12/31/20

January 13, 1921.

Mr. R.H. Leavell,
Care of Mr. N.C. Stowell,
8 Jackson Place, N.W.,
Washington, D.C.

Dear Mr. Leavell:

In line with your request that I put in writing two or three of the points I mentioned in our interview with reference to Negroes, particularly the laboring classes and their relations to white workers and employers, I am pleased to say,-

1. There is a deep concern and fear expressed among Negroes in various ways, when one gets at exactly how they are feeling, that many of the plans laid for their help, even when meant in friendly ways, may work so as to limit the scope of their activities and development so as really to work in the end to a new handicap for them. In work, therefore, with your spirit heretofore, such as that you have shown, it is important to forestall such apprehensions.

2. It seems to me in your writing and discussion of conditions of Negro life and education, especially living and working conditions and race relations involving Negro workers, you will make the best headway with both races by presenting objectively the facts and conditions relating to both sides. It seems to me that you used this method very effectively in your part of this Department's report on "Negro Migration 1916-1917".

3. May I emphasize as strongly as I can how important is the educational approach and the application of educational methods to the solution of the economic and labor problems. After all, a great deal of our maladjustment comes from misinformation or lack of information and misunderstanding or lack of understanding between individuals or groups. If

educational methods (meaning by that, all of the means of passing information over to those who do not have it) are used to remove such mental condition with respect to working and living conditions; if any educational methods can furnish plans and programs for constructive action and give the inspiration to lead to such action your work as a leader of community thought may be far reaching and helpful.

4. Your request for some of the fields of interest can best be answered by copy of part of an address which has recently been published. Please find this enclosed.

You ask for the address of the Delta and Pine Lands plantation which is located at Scott, Miss. The General Plantation Manager is Prof. J.W. Fox. The plant is advertised as "the largest cotton plantation in the world". It is in fact a chain of seventeen plantations, with Executive Offices at Madison Avenue, Memphis, Tenn.

If you call in at the office between now and January 23 except the 20th, when I shall be away, I can talk with you about one or two other matters you mentioned.

Yours sincerely,

Director of Negro Economics.

EXTRACTS FORM ADDRESS OF GEORGE E. HAYNES ON "THE AMERICAN RACE PROBLEM: A CHALLENGE TO THE CHURCHES",- for Mr. Leavell.

First, people, must have occupational freedom and opportunity if they are to abolish their poverty and accumulate the necessary wealth for a wholesome standard of living. The churches then must face this task in relation to the Negro. Occupations in industry and commerce, particularly in northern centers, must be opened.

Churches need to touch the employment finding facilities, the training facilities and the conditions of the workshop, to see that Negro workers have the opportunity to get work and to hold work and to be paid for their work on the same terms as others.

Second, a people must have physical health, if they are to survive and contribute their share to the common life. The churches have an opportunity to provide Christian hospitals and visiting nurses in hundreds of urban and rural communities where the service and results would be commensurate of that many foreign mission lands.

Third, Negroes must have homes with all of the standards and protections which make the family and the Home the bulwark of our highest and individual and community life. In many of the rural centers both North and South the greatest service the large, strong church denominations could give would be model homes and personages to serve as examples for aspiring people.

Fourth, Ignorance should be removed and the common body of information furnished as a means of opportunity so essential to good citizenship in a Democracy. The churches of the past have probably done more Negro education than any other agencies have done.

The mission schools of the South, supported by the churches, set up the ideals, did the pioneer work, demonstrared the capacity of the Negro for education, and made the public grammar, high and normal schools possible. The needs of the hour, however, demand that college and university education be provided pending the time when public funds will be available.

Fifth, there should be a free participation in the common civic and political activities of the community, not only for the sake of the humble Negro, but for the sake of the democracy upon which the liberty of all depends. This democracy in America is at stake in race relations.

Sixth, there should be a development of moral and religious life which shall pour through all the other relations the refining leaven of life and hope and faith in God and fellowmen. The highest and best internal of Negro life as well as the development of inter-racial comity must come largely through the influence of church life.

The Negro church that has a social program is more of an exception than the white church. In most rural districts the Negro churches of today are without ministers who live in the community. These churches usually average one service per month.

GEORGE PEABODY COLLEGE FOR TEACHERS
NASHVILLE, TENNESSEE

January 29,1921

Dr.Geo.E.Haynes,
Bureau of Negro Economics,
U.S.Department of Labor,
Washington,D.C.

My dear Dr.Haynes,

I arranged with Dr.Payne to take up with Mr.Manier the support of the Nashville Chamber for your appropriation item. I am also sending Dr.Vernon Kellogg a letter, a copy of which is enclosed. If there is anything else I can do,please call it to my attention.

I had avery satisfactory talk with Miss Haskin. Mrs.Downs was out of the City. I also called on Dr.McKenzie at his invitation. I am not clear in my own mind as to the details of the plan that you and the ladies ~~worked out~~ have in mind with respect to a training school in Nashville. I have a hunch that before they get through they will need your tact and wisdom to work out the matter of team work between Fiske and the other group,but I believe you can work it out.

Sincerely yours,

P. H. Leavell.

Encl.

Rgleet 2/3/20

RECEIVED
DEPARTMENT OF LABOR
FEB 2 1921
Director of Negro Economics

February 4, 1921.

Professor R.H. Leavell,
George Peabody College for Teachers,
Nashville, Tennessee.

Dear Professor Leavell:

I thank you for your good letter of January 29, with enclosure, which was here upon my return today. I am writing Dr. Kellogg today, sending carbon copy as you did to the Cosmos Club in Washington.

I hope sometime within the next four or five days to get to Nashville for a conference but as yet I do not see any prospects of covering the expense. I judge from your title as Professor of Rural Sociology that plans are proceeding happily with you.

Yours most cordially,

Director of Negro Economics.

H/MLG

March 14, 1921.

Mr. Edward Latham,
Cache R.D.,
Alexander County,
Illinois.

Dear Sir:

At the request of Senator Medill McCormick and under his official mailing privilege this office has sent you copy of the second study of Negro labor, "The Negro at Work during the World War and during Reconstruction". You will note on pages 68 to 76 an account of work done and summary of activities carried on by this office in your state. When you have had time to look over this report I would appreciate it if you will let us hear from you and indicate in what way we can be of further service.

Yours very truly,

Director of Negro Economics.

H/MLC

1.53
5.77

M. d

HENRY L. DOHERTY & COMPANY
SIXTY WALL STREET
NEW YORK

BOND DEPARTMENT

March 16, 1921.

Dr. George E. Haynes,
Director Negro Economics,
U. S. Department of Labor,
Washington, D. C.

Dear Sir:

In making application to us for position as Securities Salesman, Mr. J. E. Blackwell has given us your name as reference.

We would thank you to write us in confidence as to his character, integrity and ability.

If at any time we may be in position to reciprocate, please do not hesitate to call upon us.

Very truly yours,

F. W. LeBrun

Sales Manager,
Bond Department.

FWLeP:AC

R
3/18/21

RECEIVED
DEPARTMENT OF LABOR
MAR 17 1921
Director of Negro Economics

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 18, 1921.

Mr. F.W. LeForin,
H. L. Doherty & Co.,
60 Wall Street,
New York City.

Dear Sir:

Responding to your letter about ~~the~~ a confidential worth, character ~~and~~ ability of Mr. J.E. Blackwell, I am pleased to say that my contact with Mr. Blackwell has left me with a favorable impression of his character. He has never been employed under my supervision but I have observed him in his work at the Y.M.C.A. in Chicago. This has given me an impression that he has good ability ~~but, which impression~~, I have had ~~no~~ a very large opportunity to verify this impression by experience with him. As to integrity, I had occasion to make very careful inquiry about this and all the reports I got from men, whose judgment I trust, were very favorable. To my knowledge he has had responsible positions of trust which he filled until the work was completed.

Yours very truly,

Director of Negro Economics.

H/LLC

March 19, 1921.

Mr. F. W. LePorin,
Sales Manager, Bond Department, H. L. Doherty & Co.,
60 Wall Street,
New York, N. Y.

Dear Sir:

Responding to your letter about a confidential word on the character, ability and integrity of Mr. J. E. Blackwell, I am pleased to say that my contact with Mr. Blackwell has left me with a favorable impression of his character. He has never been employed under my supervision but I have observed him in his work at the Y. M. C. A., in Chicago. This has given me an impression that he has good ability. I have had a very limited opportunity to verify this impression by experience with him. As to integrity, I had occasion to make very careful inquiry about this and all the reports I got from men, whose judgment I trust, were very favorable. To my knowledge he has had two responsible positions of trust which he filled until the work was completed.

Yours very truly,

Director of Negro Economics.

h/mlc

Blackwell

March 18, 1921.

Professor R.H. Leavell,
George Peabody College,
Nashville, Tennessee.

Dear Mr. Leavell:

Responding to your request for copies of bulletins, we sent you about forty copies of "Negro Migration in 1916-17" in sets of five and have already sent you about ten copies of the second study in batches of five. The other fifteen will come in due course of mail. Our supply of these is so limited that we already see that we shall not have enough to go around, so I would advise that you have these bound for permanent use in your work at the college.

I enclose some cards of introduction to the parties you suggest. I saw Mr. Kellogg and had a good conference with him. He said he would have me meet Mr. Hoover as soon as possible, but I have heard no more from him; this was more than three weeks ago. It might be well for you to drop him a line.

Yours very truly,

Director of Negro Economics.

H/MLC

Enclosure: cards

OK

KP

EDITORS
PAUL U. KELLOGG
EDWARD T. DEVINE
WINTHROP D. LANE
BRUNO LASKER
WILLIAM L. CHENERY
S. ADELE SHAW

THE SURVEY
112 EAST 19TH STREET
NEW YORK

March 23, 1921

Mr. George E. Haynes
Department of Labor
Washington, D.C.

Dear Mr. Haynes:

Could you find time to review very briefly for the Survey, Woofter's Negro Migration, which seems to deal more particularly with changes in population and organization in the Cotton Belt. I should like, if possible, to have some brief comment on this at an early date at the same time with a review of your splendid bulletin of the Department of Labor Statistics.

An early reply will oblige

Yours very sincerely,

B. Lasker

Note
Gait
3/24/21

BL:WMJ:E

RECEIVED
DEPARTMENT OF LABOR
MAR 24 1921
Director of Negro Economics

March 25, 1921.

Mr. Bruno Lasker,
C/o "The Survey",
112 East 19th Street,
New York City.

Dear Mr. Lasker:

I shall be delighted to send you a brief review of Dr. Woofter's "Negro Migration". I read part of it some weeks ago, then I gave my copy away and have not had time to go back to it in the rush of the changes of my official connection in the last months. Please send me copy by return mail.

Your reference to the review of the study of Negro labor is not quite clear to me but I have been under the impression that you were arranging for some one else to make the review of it.

Yours very sincerely,

Director of Negro Economics.

H/MLC

JAMES A. LIGHTFOOT
EDITOR

TELEPHONES: { BELL 1865
COAST 1004

THE ATLANTIC ADVOCATE

A PAPER OF THE PEOPLE, BY THE PEOPLE, FOR THE PEOPLE.
EDITORIAL OFFICE:
12 UNION NATIONAL BANK BUILDING
ATLANTIC CITY, N. J.

PUBLICATIONS & SERVICES
RECEIVED
MAR 28 1921
DEPT OF LABOR

MAR 26 '21
DEPARTMENT OF LABOR

March 25th, 1921.

Department of Labor,
Washington, D. C.

Sirs:

Will you not kindly forward to me the two "Studies on Negro Labor", published in monograph form? We have seen the release issued sometime ago by your department and wish to make a further study of same that we may be able to give the matter further publicity.

Thanking you in advance for the courtesy,

I am,

RECEIVED
DEPARTMENT OF LABOR
MAR 28 1921

Very truly,

Director of Negro Economics

J. A. Lightfoot,

JAL:B.

24 Atlantic Insurance Bldg.

R 3/30/21

March 30, 1921.

Mr. J.A. Lightfoot,
24 Atlantic Insurance Bldg.,
Atlantic City, N.J.

Dear Sir:

Your letter of March 25 addressed to the Department of Labor relative to the two studies on Negro labor has been referred to this office for reply. In compliance with your request we are today sending you, thru the Government Printing Office, one copy of each, entitled "Negro Migration in 1916-17" and "The Negro at Work during the World War and during Reconstruction".

Trusting that you will find these of value, I am

Yours very truly,

Director, Negro Economics.

MLO

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

July 22, 1919.

Memorandum:

Mr. J. E. McCulloch, of the Southern Sociological Congress, requested the assistance of the Director of Negro Economics in finding out, for him, whether or not the sentiment of the leading Negro ministers was favorable to meeting with the leading white ministers and discussing the present race rioting in Washington, with the view of issuing a statement to the public.

Your assistant requested the advice of the Assistant Secretary of Labor before promising to take any action. The Assistant Secretary said that as a personal matter it would be proper for me to refer Mr. McCulloch to some of the leading Negro ministers, but he advised strongly against the slightest "tinge" of the scope of the Department surrounding, for the present, the racial situation in Washington. He said he believed such scope, if set up, would do harm at a later date. He said the matter would have much more strength if it was handled as a spontaneous community matter.

I telephoned Mr. McCulloch in accordance with the above.

Respectfully,

Karl G. Phillips

Assistant to the Director
of Negro Economics.

Noted
Gibbs
7/29/19

PHONE GRANT 7253

MORGAN COMMUNITY HOUSE FOR NEGROES

3 FULLERTON STREET

PITTSBURGH, PENNA.

OFFICERS:

REV. JOHN R. BROWN, PH. D.
PRESIDENT

MRS. W. L. BLACKADAR,
SECRETARY

REV. W. C. CHAPPELL,
TREASURER

REV. F. T. GALPIN, D. D.
CHAIRMAN EXECUTIVE COMMITTEE

MRS. E. W. MOORE,
DIRECTOR

MR. C. E. FRYE,
HEAD WORKER

December I5, I920.

RECEIVED
DEPARTMENT OF LABOR
DEC 17 1920
Director of Negro Economics

Dr. George Haynes,
U. S. Labor Bureau,
Washington, D. C.

Dear Dr. Haynes:-

I have a splendid slide of you which I use in our stereopticon lectures, which I use in connection with our work here. I am writing to ask if you will kindly send me a sketch of your life and work that I can use in connection therewith.

Trusting for a very early reply. With best wishes, I remain,

Yours sincerely,

Mrs. E. W. Moore,
Director.

S Rulich Investigat
12/17/20
NP

December 21, 1920.

Mrs. E. W. Moore,
Director, Morgan Community House,
3 Fullerton Street,
Pittsburgh, Pa.

Dear Mrs. Moore:

It is a pleasure to enclose the following sketch in response to your letter of December 15. If you want a briefer statement than this you can find it in the last edition of "Who's Who in America."

Yours sincerely,

Director of Negro Economics.

h
p

ALFRED E. MARLING
CHAIRMAN

B. H. FANCHER
TREASURER

JOHN R. MOTT
GENERAL SECRETARY

The International Committee of Young Men's Christian Associations

347 Madison Avenue, New York.

COLORED MEN'S DEPARTMENT

January 24, 1921.

RECEIVED
DEPARTMENT OF LABOR
JAN 2 5 1921
Director of Negro Economics

Dr. George E. Haynes,
Department of Labor,
Washington, D. C.

Dear Dr. Haynes:

I thank you for your letter of January twenty-first with copy of letter from Mr. Ollie C. Hall. Some time in the near future I plan for one of my associates to visit Buffalo on the invitation of the General Secretary of the Y.M.C.A. of that city. I thank you and hope something may be accomplished.

With best wishes, I am

Very truly yours,

J. E. Moorland,

JEM-ERR

Noted
GEH
1/25/21

45½ Auburn Av.,
Atlanta, Ga.
February 26, 1921.

Dear Dr. Haynes:

I want to thank you so much for the recommendation given to Mr. Bell in my behalf. Since the first of the year, I have been here and like the place and the work very well. My thanks are a little delayed but I have been quite busy and my time is pretty much taken up as a whole.

Please accept my best wishes for your continued success. I am

Respectfully yours,

Jessie C. Manley.

R Yates
3/2/21

March 2, 1921.

Miss T.C. Manley,
45½ Auburn Avenue,
Atlanta, Ga.

Dear Miss Manley:

I appreciate your kind letter of February 26. I am glad to know that you have gotten a satisfactory position with Mr. Bell.

Wishing you much success, I am

Yours very truly,

Director of Negro Economics.

H/MLC

March 7, 1921.

Mr. A. E. Malone,
Poro College,
St. Louis, Mo.

Dear Mr. Malone:

It was indeed a pleasure to have the privilege of your presence with us last week. I hope my adoption in your family is going to be as happy for you as I feel it will be for me.

Enclosed, I am sending you copy of correspondence with Mr. Cobb of your State Industrial Commission. As indicated to him and as said to you, this Commission can be of great value to the welfare of the State, if adequate funds are provided to carry on effective investigations in the conducting of educational and other activities that will improve the conditions of wage-earners and increase their efficiency.

Any assistance this office can give will be gladly rendered.

In looking up the question of Negro farmers, I note that whereas the census report of 1910 gave 3,666 Negro farmers, the census of 1920 gives only 2,826. This loss, it seems to me, is a matter that needs very careful study by experts on the ground to find out the causes of and the remedies for this decrease.

As we come upon other information, I shall be pleased to keep you advised.

Yours very truly,

Director of Negro Economics.

h
p
Enclosure

Sent copy of letter to Mr Cobb of Nov. 8.

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

UNITED STATES HOUSING CORPORATION
WASHINGTON, D. C.

IN ANSWERING, PLEASE REFER TO THIS LETTER BY ITS DATE AND NAME OF WRITER. DIRECT YOUR REPLY, HOWEVER, TO THE UNITED STATES HOUSING CORPORATION AND NOT TO THE INDIVIDUAL.

Truxtun-Portsmouth, Va.,
March 10, 1921

My Dear Doctor:

Th inclosed clipping offers a suggestion for service for your office. Would it not be possible for you to get in touch with Dr. Sawyer through Secretary of Labor Davis so that your office might have charge of the work among our group ? Think it over and get busy on it at once. Do not forget to write me concerning Erwin's proposition.

Hastily,
McCracken

Endorsed
3/12/21
MC
Per

March 12, 1921.

Mr. Fred D. McCracken,
Truxtun, Portsmouth, Va.

My dear Mr. McCracken:

Thank you for your clipping with reference to Dr. Sawyer's plan for investigating public welfare. I shall take it under advisement and see what can be done.

Yours very truly,

Director of Negro Economics.

H/MLG

ALFRED E. MARLING
CHAIRMAN

B. H. FANCHER
TREASURER

JOHN R. MOTT
GENERAL SECRETARY

The International Committee of Young Men's Christian Associations

347 Madison Avenue, New York.

COLORED MEN'S DEPARTMENT

March 19, 1921.

Dr. George E. Haynes,
U. S. Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

We are making plans for our Summer School at Haprer's Ferry, July 6 - 20. We have a considerable amount of industrial work being carried on by our various industrial Associations. In some cases they are independent industrial Associations and in some cases city Associations doing extension industrial work.

We have thought it well, owing to the industrial situation of our people at this time and the need of our serving as fully as we possibly can, to have a seminar on industrial work at the Summer School and we should like very much to have you lead it giving such lectures as you would feel inclined to give, working out the whole matter, of course, in line with what we are attempting to do and bring to bear the experience of the men who are already in the work out of which we would be able to make a more definite program of work than we probably now have. I think it is apparent to every one that now is a time when every uplifting organization should serve our people in industrial centers, as well as otherwise in the best way possible.

I shall be very glad to hear from you at your early convenience and will be pleased to talk with you at length over the entire matter at some early date.

With best wishes, I am

Very truly yours,

J. E. Moorland,

RECEIVED
DEPARTMENT OF LABOR
MAR 21 1921

R
G G H
3/21/21

Director of Negro Economics

JEM-ERR

March 21, 1921.

Dr. J.E. Moorland,
347 Madison Avenue,
New York City.

Dear Dr. Moorland:

Your letter of March 19 extending an invitation to me to conduct a seminar on industrial work at your summer school at Harper's Ferry July 6 to 20 is welcome. I shall be glad to talk with you at your early convenience about this matter as two of our large institutions and possibly a third are arranging for something similar and I am already committed to give some time to them.

It would indeed be very agreeable to me to arrange for being with you at Harper's Ferry for part of the time if it can be adjusted with the commitments already made. Please let me know when you will find it convenient to see me about this. I would appreciate an early date.

Yours very truly,

Director of Negro Economics.

H/MLG

March 23, 1921.

Mr. Fred D. McCracken,
Truxtun-Portsmouth, Va.

My dear McCracken:

I talked with Mr. Watson about the question of the giving of titles to lots which the Newby Realty Company have sold and he promised me that this would be worked out all right. I saw him a few days later and he said they were adjusting the matter. I did not hear from Newby after my conversation with you but went ahead on your favorable statement of the matter. I wish you would inquire whether Newby is getting results from headquarters here and let him know that I acted in the matter, as this office would like to have them feel that we are on the job.

I shall write you a personal letter in a few days, as soon as one or two pressing matters are developed here that are using all of my time and energy now.

With many warm sympathetic greetings,

I remain

Yours sincerely,

Director of Negro Economics.

H/MLC

ALFRED E. MARLING
CHAIRMAN

B. H. FANCHER
TREASURER

JOHN R. MOTT
GENERAL SECRETARY

The International Committee of Young Men's Christian Associations

347 Madison Avenue, New York.

COLORED MEN'S DEPARTMENT

March 24, 1921.

RECEIVED
DEPARTMENT OF LABOR
MAR 25 1921
Director of Negro Economics

Dr. George E. Haynes,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

Your letter of March twenty-first at hand. I am indeed glad you find it possible to be with us some part of the time at our Summer School, July 6-20.

I am wondering if you are to be in New York within the next few days. It is not quite clear to me now just when I shall be in Washington unless it becomes necessary to visit Washington for a conference with you.

Hoping to hear from you at your early convenience, I am

Very truly yours,

J. E. Moreland.

JEM-ERR

Regd 3/23/21

March 25, 1921.

Dr. J.E. Moorland,
347 Madison Avenue,
New York City.

Dear Dr. Moorland:

It is very improbable that I shall be in New York anytime soon. It might be possible for us to work this matter out by correspondence but a face to face conference over it would be very much better as there are many questions involved.

Yours very truly,

Director, Negro Economics.

H/MLS

NP

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

UNITED STATES HOUSING CORPORATION
WASHINGTON, D. C.

IN ANSWERING, PLEASE REFER TO THIS LETTER BY ITS DATE AND NAME OF WRITER. DIRECT YOUR REPLY, HOWEVER, TO THE UNITED STATES HOUSING CORPORATION AND NOT TO THE INDIVIDUAL.

Truxtun-Portsmouth, Va.,
March 25, 1921

Dr. Geo. E. Haynes,
Director, Negro Economics,
Department of Labor,

Washington, D. C.,

Dear Sir:

Your letter received relative to the issuance of deeds by the U. S. Housing Corporation on Truxtun properties where purchasers have paid in full. I am pleased to report that in a recent letter from the Real Estate Division of the U. S. Housing Corporation, that deeds are now being printed and as soon as available deeds will be issued to those who have paid in full. This will take care of the interest of the T. W. Newbie & Co. The people here are under obligations to you for your interest in the matter.

Very truly,

Fred D. McCracken

Fred D. McCracken, Collector
Project-150-C

Noted
3/26/21

RECEIVED
DEPARTMENT OF LABOR
MAR 26 1921

Director of Negro Economics

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON, D. C.

OFFICIAL BUSINESS

LETTER MAIL

PENALTY FOR PRIVATE USE TO AVOID
PAYMENT OF POSTAGE, $300

The Negro at Work During the World War & During Reconstruction.

U. S. DEPARTMENT OF LABOR

W. B. WILSON, Secretary

THE NEGRO AT WORK DURING THE WORLD WAR AND DURING RECONSTRUCTION

STATISTICS, PROBLEMS, AND POLICIES RELATING TO THE GREATER INCLUSION OF NEGRO WAGE EARNERS IN AMERICAN INDUSTRY AND AGRICULTURE

DIVISION OF NEGRO ECONOMICS

GEORGE E. HAYNES, Ph. D., Director

SECOND STUDY ON NEGRO LABOR

WASHINGTON
GOVERNMENT PRINTING OFFICE
1920

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LETTER OF TRANSMITTAL.

UNITED STATES DEPARTMENT OF LABOR,
DIVISION OF NEGRO ECONOMICS,
Washington, D. C., April 1, 1920.

SIR: I have the honor of transmitting herewith a bulletin covering, in brief, some of the work of the Division of Negro Economics, established by you on May 1, 1918, and functioning through your immediate office since that time, together with some valuable data giving the actual experiences of Negroes in industrial occupations, 1918–1919. The publication was planned, in part, by my assistant, Karl F. Phillips, who also constructed the statistical and other tables contained in the report and who from the beginning and throughout the continuation of the work has given a most competent and highly efficient service to the department and to the public.

You will note that the bulletin contains summarized statements of the policies and plans which you approved for this special service to Negro wage earners, their employers, and associates, and that concise statistical reports and data have been included. The graphs amplifying one of the larger tables were prepared by the Bureau of Labor Statistics. I may say that the files of the Division of Negro Economics contain a mass of similar material, but that owing to lack of funds and clerical help it was not practicable to endeavor to prepare any more material than that which appears in the report.

In transmitting this bulletin I desire to thank the public-spirited citizens, white and colored, in organizations and as individuals, who gave prompt and voluntary assistance of untold value in promoting the work throughout the States and localities in which it was conducted. I desire to thank, also, the Federal, State, and private agencies for their unlimited cooperation and advice at all times. Within the department itself I am grateful to you, to the chief and heads of the various divisions and bureaus, and especially to the office of the Assistant Secretary and of the Solicitor for unfailing interest and assistance.

The office and field staff of the division deserves special commendation for untiring zeal and close application in carrying forward the many delicate and difficult tasks growing out of the work almost daily.

I desire again to call your attention to the recommendations cited on pages ——— of this bulletin, which, you will recall, were included in my memorandum report to you on the racial situation in Chicago.

Respectfully,

GEORGE E. HAYNES,
Director of Negro Economics.

Hon. W. B. WILSON,
Secretary of Labor.

THE NEGRO AT WORK DURING THE WORLD WAR AND DURING RECONSTRUCTION.

INTRODUCTION.

The entrance of Negroes into industries, particularly in the North during the great war led to many questions: What particular industries did they enter? In what kinds of occupations were they most generally employed? Were they unskilled, semiskilled, or skilled? How did they measure up to the average number of working hours and average earnings as compared with the white workmen? What was the estimate and opinion of employers who tried them? How did they compare with white workmen in the same establishments and on the same jobs as to absenteeism, turn-over, quality of work produced, and speed in turning out quantity?

Some of the chapters of this bulletin bring together the best available data in an attempt to answer some of these questions with the facts. Obviously, the data is very limited in scope and necessarily fragmentary. It would, therefore, be unwise and unscientific to make any large generalizations based upon so limited amount of data. What is presented, however, has been carefully gathered and collated, and, therefore, gives some definite indications and information where information has been heretofore very limited. Whatever analysis and comment have been made upon the tables and figures may be readily weighed in the light of the accompanying data themselves.

Facts and figures, however, are only bases of information upon which to build programs and plans of action. Negro workers are employed for the most part by white employers and work in the same industries and often on the same jobs with white workers. Their relations with these employers and other workers frequently assume racial as well as labor aspects. In such adjustments as were required during the war, when industries were calling as never before for all kinds of workers, activities which proved successful and valuable in promoting the welfare of these wage-earners and in improving their relations to employers and other workers were exceedingly important parts of the machinery of organized production.

The plans and activities of the Department of Labor for dealing with these matters are experiences of permanent and instructive value, especially because of the hearty and successful response received from white and Negro citizens in many States and localities. A part of this bulletin, therefore, gives a summary of these plans and activities of the Division of Negro Economics in the office of the Secretary of Labor. The account shows the general program, the

facts and principles upon which it was based, and how it was carried out in the several States with the hearty indorsement and cooperation of governors and other State and local officials and of white and colored citizens, both in organizations and as individuals.

The first table of figures of Chapter VI gives clear indications of the distribution in 26 States of 190,091 white men and 62,316 Negro men in unskilled occupations of 277 different firms engaged in various war industries in 1918. Table II of the same chapter gives full details of the classification of occupations as skilled, semiskilled, and unskilled, the average number of hours worked per week, and the average earnings per week and per hour of 4,260 white men and 2,722 Negro men in 194 occupations in 23 separate establishments engaged in basic industrial operations of foundries (both iron and steel), slaughtering and meat packing, automobile manufacture, coke ovens, manufacture of iron and steel and their products, and in glass manufacture. This table is accompanied by some comment, analyzing the comparison of white and Negro workmen on the points covered in each of the three general occupational classes. A supplementary part of this table gives similar figures for 153 white women and 83 Negro women in slaughtering and meat packing. Table III of this chapter gives in tabular form the opinions of 38 employers of Negro workers as to the attitude of their firms toward Negro labor, the opportunities for promotion, and their opinion on the comparative behavior of white and Negro employees. The 38 firms represented were employing at that time 101,458 white workers and 6,857 Negro workers. These opinions, therefore, are fairly representative of the state of mind of northern employers in 1918–19.

Slaughtering and meat packing and iron and steel were such important industries and employed such large numbers of Negroes during the war that special reports were secured through courtesy of plants carrying on these two industries. Chapter VII gives in considerable detail the tables and analyses of white and Negro workers for the first of these industries and adds additional discussion to that of Chapter VI on the iron and steel establishments.

Tables IV and V of this chapter give the number and per cent of distribution of the white and Negro employees, male and female, of two slaughtering and meat-packing plants for 30 weeks beginning July 13, 1918, and 159 weeks beginning January, 1916, respectively. On the basis of these tables two diagrams have been made and are included in the chapter, making these figures of the total numbers and percentages readily perceptible to the casual reader. There was no more important nor interesting work than that in the shipyards during the war. "Ships, ships, and more ships" was the call from Europe. It has not been feasible to get all the figures for all the shipyards where Negroes were employed during the war, but a full record of the Negro employees at shipbuilding plants under the jurisdiction of the United States Shipping Board, Emergency Fleet Corporation, were secured through courtesy of that board. This activity of Negro wage-earners assumed such important proportions that the material justifies a separate chapter—Chapter VIII. Table VI of this chapter gives these figures for occupations of 24,647 Negro men during the war and 14,075 after the war and until September, 1919. They are classified both as a whole into skilled and unskilled and by specific occupations for each of the eight shipyard districts under the

Emergency Fleet Corporation. Some analysis of the figures given in this chapter indicates their significance.

Unfortunately this study of Negro wage-earners does not include data of their labor on the railroads, in the mines, in agriculture, and in domestic service, except as some of these are included in some of the figures given in the several tables below, and in the State reports of activities of the State supervisors of Negro Economics, notably in Chapter XVI on Ohio, in Chapter X on Illinois, in Chapter XII on Mississippi, and in Chapter XV on North Carolina.

The original plan for this bulletin contemplated the inclusion of these groups. The activities of the department embraced measures to promote their welfare, their efficiency, and to improve their relations and opportunities. During this study efforts were made without satisfactory results to get comprehensive figures and facts from the United States Railroad Administration on this subject because their figures were compiled separately. Figures for the other groups also could not be obtained from any available sources. There were not funds at hand for the Department of Labor to study these occupational groups with a staff of its own. It was deemed best, therefore, to await further provision for such study rather than attempt to include uncertain statements and insufficient and inexact data. The experience of the department in touching these fields demonstrates their importance and justifies this postponement until they can be properly studied.

Special note should be made of the sincere and effective cooperation of Mr. Ethelbert Stewart, Director of the Investigation and Inspection Service, whose staff workers were directed so effectively in the collection of a considerable amount of the statistical data included in several of the chapters.

The Women's Bureau (formerly the Woman in Industry Service), first under Miss Mary Van Kleeck as director and now under Miss Mary Anderson as director, has given effective attention to the questions affecting Negro women workers in industry and their relations to white women workers. During the war Mrs. Helen B. Irvin, as special agent of the Woman in Industry Service, assisted a part of the time by Mrs. Elizabeth R. Haynes as a dollar-a-year worker, made visits and inspections of a number of establishments that were employing Negro women. A summary of Mrs. Irvin's reports about firms employing approximately 21,808 Negro women and girls is given in Chapter XIX. This discussion gives the general kind of industrial and other work in which these women were employed, indicates some of the problems arising out of their entrance in large numbers into such work, and describes some of the typical conditions under which they labored.

The records of the activities of the State supervisors of Negro Economics speak for themselves in Chapters IX to XVIII. The men in the field who followed the series of conferences and supervised on the ground the formation of State and local Negro workers' advisory committees in the counties, towns, and cities of 11 States, with the necessary local routine to make effective the cooperation of white and colored citizens in meeting their many difficult and delicate racial labor problems, deserve high commendation as volunteer officers in the third line of defense in industry and agriculture which labored to make the world safe for democracy.

CHAPTER I.

MIGRATION.

Shortage of labor in northern industries was the direct cause of the increased Negro migration during the war period. This direct cause was, of course, augmented by other causes, among which were the increased dissatisfaction with conditions in the South—the ravages of the boll weevil, floods, change of crop system, low wages, and poor houses and schools.

A previous bulletin of the department summed up the causes as follows:

> Other causes assigned at the southern end are numerous: General dissatisfaction with conditions, ravages of boll weevil, floods, change of crop system, low wages, poor houses on plantations, poor school facilities, unsatisfactory crop settlements, rough treatment, lynching, desire for travel, labor agents, the Negro press, letters from friends in the North, and finally advice of white friends in the South where crops had failed.

The Department of Labor estimates the Negro migration in figures of from 400,000 to 500,000. Other estimates, ranging from 300,000 to 800,000, have been made by experts and by private bureaus. Such a variation of figures goes to show the wide scope of the migration. Prior to the war period the Negro worker had been sparsely located in the North, but the laws of self-preservation of the industrial and agricultural assets of our country and the law of demand and supply turned almost overnight both into war and private industries hundreds of t housands of Negro workers, among whom there were laborers, molde rs, carpenters, blacksmiths, painters, janitors, chauffeurs, machinist l aborers, and a mass of workers, comprising, probably, nearly every type of skilled, semiskilled, and unskilled labor.

The most marked effects of the migration were easily determinable. First, the agricultural regions of the Southern States, particularly Mississippi and Louisiana, began to suffer for want of the Negro worker who had so long tilled the soil of those regions. On the other hand, the Negro workers who had been turned into the plants of the North faced the necessity of performing efficient work in the minimum amount of time, of adjusting himself to northern conditions, and of becoming a fixture in his particular line of employment, or becoming a "floater."

It is interesting to review for a moment some of the wage scales in Southern States. In 1917 about $12 a month was being paid for farm labor in many sections. In other sections 75 cents and $1 a day were considered equitable wages. During the harvesting of rice in the "grinding season" the amount was usually increased to $1.25 and $1.75 per day, with a possible average of $1.50. Cotton was always considered a cheap-labor crop, about which one man has said:

> The world has gone on thinking that the farm labor in the South should work for 75 cents or $1 a day when all other labor is getting $1.50 and $2 per day.

The States which contributed most largely to the masses of migrants were North Carolina, South Carolina, Florida, Alabama, Mississippi, Louisiana, Texas, Arkansas, and Tennessee. The migrants from those States rapidly supplemented the Negro workers already sparsely employed in Pennsylvania, New Jersey, Michigan, Illinois, and West Virginia.[1]

[1] See Negro Migration in 1916–17, Department of Labor bulletin. Government Printing Office. 1919.

CHAPTER II.

CREATION OF THE OFFICE OF DIRECTOR OF NEGRO ECONOMICS.

In view of the perplexing questions with regard to Negroes in industry and agriculture and the migration of Negroes from the South to the North during 1916, 1917, and 1918, upon representations of white and Negro citizens and several influential organizations dealing particularly with Negro life and race relations, the Secretary of Labor, Hon. William B. Wilson, after consideration and favorable recommendation by his Advisory Council on the war organization of the Department of Labor, decided to create the position of adviser on Negro labor in his immediate office, with the title of Director of Negro Economics. The function of this official was to advise the Secretary and the directors and chiefs of the several bureaus and divisions of the department on matters relating to Negro wage earners, and to outline and promote plans for greater cooperation between Negro wage earners, white employers, and white workers in agriculture and industry.

In starting this work the Secretary stated that as Negroes constitute about one-tenth of the total population of the country and about one-seventh of the working population, it was reasonable and right that they should have representation at the council table when matters affecting them were being considered and decided. In defining the function of the office of the Director of Negro Economics the Secretary decided that the advice of the director should be secured before any work dealing with Negro wage earners was undertaken and that he be kept advised of the progress of such work so that the Department might have, at all times, the benefit of his judgment in all matters affecting Negroes.

Accordingly, on May 1, 1918, the Secretary of Labor called to that position Dr. George E. Haynes, professor of sociology and economics at Fisk University and one of the secretaries of the National League on Urban Conditions among Negroes. Dr. Haynes was strongly recommended by many individuals and organizations, among them being the Commercial Club of Nashville, Tenn., his home city. (See p. —.)

The Secretary of Labor, with the advice of the Director of Negro Economics, early in May, 1918, considered and approved plans outlining three types of activities for dealing with problems of Negro workers in their relations to white workers and white employers, as follows:

1. The organization of cooperative committees of white and colored citizens in the States and localities where problems of Negro labor arise, due to large numbers of Negro workers.
2. The development of a publicity or educational campaign to create good feeling between the races and to have both white and Negro citizens understand and cooperate with the purpose and plans of the department.

CHAPTER II.

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1. The organization of cooperative committees of white and colored citizens in the States and localities where problems of Negro labor arise, due to large numbers of Negro workers.

2. The development of a publicity or educational campaign to create good feeling between the races and to have both white and Negro citizens understand and cooperate with the purpose and plans of the department.

3. The appointment of Negro staff workers in the States and localities to develop this organization of committees, to conduct this work of better racial labor relations, and to assist the several divisions and services of the department in mobilizing and stabilizing Negro labor for winning the war.

In undertaking to carry out the three parts of this plan, the office of the Secretary recognized two main difficulties:

1. The difficulty of forestalling a strong feeling of suspicion on the part of the colored people, growing out of their past experiences in racial and labor matters.
2. The difficulty of forestalling a wrong impression among white people, especially those in the South, about the efforts of the department, and of having them understand that the department wishes to help them in local labor problems by means of its plans.

These cardinal facts were also given due consideration:

1. The two races are thrown together in their daily work, the majority of the employers and a large number of the employees having relations with Negro employees being white persons. These conditions give rise to misunderstandings, prejudices, antagonisms, fears, and suspicions. These facts must be recognized and dealt with in a statesmanlike manner.
2. The problems are local in character, arising, as they do, between local employers and local employees. The people, however, in local communities, need the vision of national policies, plans, and standards to apply to their local situations.
3. Any plan or program should be based upon the desire and need of cooperation between white employers and representatives of Negro wage earners, and, wherever possible, white wage earners.

FIELD ORGANIZATION—CONFERENCES AND COMMITTEES.

The first step in setting up the field organization was a preliminary trip of the Director of Negro Economics to strategic centers in a number of States where Negro workers' problems were of pressing importance. Through preliminary correspondence, informal conferences and interviews were held with representative white and Negro citizens from different parts of each State visited. These interviews and conferences established the first points of sympathetic contact for cooperation in subsequent efforts to improve labor conditions and race relations.

These preliminary visits laid the foundation for subsequent work. For instance, the North Carolina conference, called by Hon. T. W. Bickett, Governor of the State and described below, which set the model for other Southern States, grew out of such a preliminary visit. The creation of the Negro workers' committees of Virginia and the cooperation of the Negro Organization Society of that State grew out of a similar visit on the trip. Similar results followed the connections made in other States.

Upon the visit to a State, officials of State and private schools for Negroes, of the State councils of defense, representatives of the chambers of commerce, of the United States Employment Service, and of white and Negro colleges promised cooperation and assistance in the efforts of the department to stimulate Negro wage earners by improving their condition in such a way as to increase their efficiency for maximum production to win the war.

The first of a series of State conferences of representative white and Negro citizens was called on June 19, 1918, by Hon. T. W. Bickett, Governor of North Carolina, at his office in the State capitol at Raleigh. There were present at this conference 17 of the most substantial Negroes from all parts of the State and five white citizens,

including the governor, who presided throughout the conference and took an active part in the proceedings.

The plans of the Department of Labor for increasing the morale and efficiency of Negro workers were outlined by the Director of Negro Economics and freely discussed. At the close of the meeting the governor appointed a temporary committee which drafted a constitution providing for a State Negro Workers' Advisory Committee and for the organization of local county and city committees. This plan of organization, with slight modifications and readjustments, later served as a model for other States in the development of a voluntary field organization which was set up in the course of the next six months in four other southern States, and six northern States. Gov. Bickett was so highly pleased with the result of the conference that he issued a statement to the public press saying that this meeting was one of the most patriotic and helpful conferences he had ever attended.

A State meeting of white and colored citizens was held by the Southern Sociological Congress at Gulfport, Miss., July 12, 1918. The congress extended an invitation to the Director of Negro Economics to address the meeting. About 200 white citizens, business men and planters, and about 75 Negro citizens of the State were in attendance. The department took advantage of this State gathering to call together those who were especially interested in the adjustment of Negro labor problems. The address of the Director of Negro Economics before the congress received a hearty response from both whites and Negroes present, and as a result several of the white citizens took an active part in the conference, which worked out a plan of State-wide organization similar to the one adopted by North Carolina.

On the basis of the precedent set by Gov. Bickett and the success at the Gulfport meeting of the Southern Sociological Congress, Hon. Sidney Catts, Governor of Florida, called a conference of white and Negro citizens at Jacksonville, on July 16, 1918. After full discussion of plans and procedure this conference adopted a program and formed a State Negro Workers' Advisory Committee composed of representative white and colored citizens under the auspices of the State Council of National Defense and the United States Employment Service. A program of activities was worked out, having as its object the promotion of better conditions and a better understanding of employment matters relating to the Negroes of Florida in order that greater production of food and war supplies might be the result. So great was the enthusiasm on the day of the conference that the citizens of Jacksonville, white and colored, held a monster mass meeting, at which the governor, the Director of Negro Economics, and other officials spoke.

In the meantime, through the help of the Negro Organization Society of Virginia, the Negro Workers' Advisory Committee of that State was organized and the first supervisor of Negro economics, a Negro citizen of training and experience, T. C. Erwin, was appointed and undertook the direction of advisory work in the State.

The next step was to get the work and organization launched in northern territory. Ohio was selected for the initial effort and on August 5, 1918, a conference was called by the department with the hearty help of the Federal Director of the United States Employment

Service and Hon. James M. Cox, governor of Ohio. This conference met at the State Capitol at Columbus and was notable for the number in attendance, the enthusiasm and the readiness with which they worked out a plan of State-wide organization. There were present about 125 persons—white employers, Negro wage earners, and representatives of white wage earners. The afternoon session was closed with a splendid address by the governor. The conference adopted the usual plan of State organization and Charles E. Hall, the second supervisor of Negro economics, was assigned to the State to develop the organization and to supervise the work, under the auspices of the United States Employment Service office.

One other conference, that held in Louisville, Ky., August 6, needs to be described as showing one other slight variation in the far-reaching significance of the cooperative plan of organization. This conference was unique in that the plan of organization adopted was that of a united war-work committee made up jointly by those representing the State Council of Defense, United States Food Administration, United States Department of Agriculture, and the United States Department of Labor, white and colored citizens being the persons representing these various interests. The conference was noted for its enthusiasm. Hon. A. O. Stanley, governor of Kentucky, made an enthusiastic address to the conference and a large mass meeting followed in the evening.

By the time of the Kentucky conference, three months after the first plans were outlined, the influence of the State conferences and their feasibility were so well proved as a means of starting a State movement and creating good will and favorable sentiment that other conferences followed as a matter of course in setting up the State work. Additional conferences were held in Georgia, Missouri, Illinois, Michigan, and New Jersey.

A national informal conference was called by the Secretary of Labor and met in Washington, D. C., February 17–18, 1919. This conference included men and women representing welfare and social service organizations, both North and South, of both Negroes and white people, in order that the views and interests of all sections and of both races might be ascertained. The keynote of the conference was sounded by the Secretary of Labor in welcoming the representatives. He said:

> Congress in defining the duties of the Department of Labor made no distinction either as to sex or race, and, I may add, as to previous condition of servitude. We were authorized to promote the welfare of wage earners, whether men or women or children, whether they were white or colored, whether they were native born or alien residents; and in the undertaking to promote the welfare of the wage workers we have not assumed that it was our duty to promote the welfare of the wageworker at the expense of the plans of the community but to promote the welfare of the wageworker, having due respect to the rights of all other portions of our population.

The Assistant Secretary of Labor, Louis F. Post, in addressing the conference said:

> It is the function of the Department of Labor to look after the interests of all wage earners of any race, any age, or either sex.

Special subjects were discussed, as follows:

> Lines of work which should be undertaken for improving race relations and conditions of Negro workers.

The following resolution was adopted by the conference as an addition to the report of the committee:

6. That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various States to cooperate immediately with the representatives of the Director of Negro Economics of the United States Department of Labor in all matters affecting the interests of the Negro workers.

A program of national work was also adopted and recommended to the Secretary covering the following matters:

1. Survey of Negro labor conditions.
2. The getting of Negro workers into industry.
3. Holding Negro workers in industry, including the improving of living and working conditions in both agriculture and industry.
4. Training the next generation of workers.
5. The general advancement of Negro wage earners in the United States.

The following is a list of organizations signing, and the names of their representatives:

Name.	Organization or agency represented.
Dr. Jesse E. Moorland (chairman)	International Committee, Y. M. C. A.
(Miss) Nannie Burroughs	The National Training School.
(Miss) Mary C. Jackson	War Work Council, Y. W. C. A. (National Board).
John R. Shillady (Vice) Walter F. White	National Association for the Advancement of Colored People.
T. S. Settle	War Camp Community Service.
Eugene Kinckle Jones	National League on Urban Conditions among Negroes.
Dr. Thomas Jesse Jones	Phelp-Stokes Fund.
C. H. Tobias	National War Work Council, Y. M. C. A.
John T. Emlen	Armstrong Association of Philadelphia.
Dr. Rodney W. Roundy	American Missionary Association.
Dr. R. R. Moton	Tuskegee Institute.
Rev. Harold M. Kingsley	Joint Committee, War Production Committees.
Rev. E. W. Moore	Baptist Home Mission Society.
(Mrs.) Etnah R. Bouttee	Circle for Negro War Relief (Inc.).
(Miss) Estelle Haskin	Women's Home Mission Council—Methodist Publishing Board.
John J. Eagan	Commission on Training Camp Activities.
Dr. James H. Dillard	Jeanes-Slater Funds.

In carrying out the plans for a publicity and educational campaign to create a better feeling between the races and to have both white and colored citizens understand and cooperate with the purposes and plans of the department, the office of the Director of Negro Economics received the hearty help and cooperation of the Information and Education Service of the department during the war and until that service was discontinued July 1, 1919.

A regular newspaper release was given to both the white press and Negro press which can not be too highly commended for their cooperation. Special mention should be made of the support given by the Negro newspapers of the country, more than 250 in number, who gave without compensation large sections of news columns and advertising space. As an illustration, a news release on that part of the Secretary's annual report relating to Negro workers was sent out from the office of the Director of Negro Economics through the Information and Education Service. Clippings from white newspapers showed that the release was used by them as far north as Maine, as far west as California, and as far south as Louisiana. Nearly all the Negro newspapers, north and south, carried the release—some of them in full.

Conduct and toleration as necessary for cooperation and good will between Negro and white workers.
Special problems of women in industry.
The Negro land tenants and farm laborers and what agencies may do to help them.
Education and Negro workers.

On the second day the informal conference gave most of its time to the general topic: "Unity of action in local communities to secure efficiency and cooperation of welfare agencies and methods, by which the Department of Labor and other governmental agencies can best cooperate with private agencies and organizations."

In a set of resolutions adopted and recommended to the Secretary of Labor the following important points are set forth:

RESOLUTION ON PLAN OF COOPERATIVE ORGANIZATION ADOPTED AT INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 AND 18, 1919, AS APPROVED BY THE SECRETARY OF LABOR.

Whereas the improvement of conditions of Negro wage earners and the improvement of relations of white employers, of white wage earners and of Negro wage earners are questions of great importance for the advancement of the welfare of all wage earners in America; and

Whereas the several organizations and agencies specifically interested in promoting the better adjustment of Negro wage earners to American life need to work in closer cooperation:

Therefore, It behooves representatives of such boards, agencies and organizations interested in such questions to adopt measures of cooperative organization, of action, and of policy that will foster constructive work along these lines.

We, therefore, the representatives of such organizations, invited to an informal conference in Washington by the Secretary of Labor, do hereby recommend and ask the Secretary to use his good offices in laying before the organizations represented, and any other organizations that may be interested, a plan of cooperative organization and effort on the following general lines:

1. That local efforts to influence employers of Negro workers to provide welfare facilities be undertaken, jointly, by all the agencies attempting to do such work in a community; and that the local representatives of the Department of Labor be used as far as practicable as a channel through which the experiences and methods of the several agencies shall seek exchange in these local efforts.

Where there is no such local governmental organization or representative of the Department of Labor, and several agencies desire to act, that they request the Department of Labor to assist them in getting such a neutral channel of cooperation.

2. That our several agencies, boards and organizations, which undertake the organization of any work or the expenditure of any funds for improving the living and neighborhood conditions of Negro workers in local communities seek to become informed of similar plans of other agencies, boards and organizations before deciding on plans or taking action.

3. That the Department of Labor be asked to furnish such information and to provide such facilities as are necessary for keeping the agencies, boards and organizations informed of such plans, efforts, or proposed undertakings or steps that have been undertaken by the several agencies, boards and organizations interested.

4. That each agency, board or organization here represented, or any other agency, board or organization that may hereafter be concerned shall, as soon as practicable, make available to the Department of Labor such parts of its records, facilities and opportunities as are necessary in order that the Department may have available the information needed for using its good offices in furthering the cooperation of such agencies, boards, or organizations. That such agencies, boards, or organizations detail for service in this connection such personnel services of its staff as may be needed for carrying out the part of any effort in which said agency, board, or organization may be involved.

5. The Department of Labor is also asked to call a second conference, at the time that seems best, of representatives of the organizations that have been invited to this conference; also representatives of such other organizations that may be interested or concerned for futher discussion of the questions involved in connection with Negro economics, in order that further exchange of experiences and plans of unity and cooperation may be discussed.

Special addresses for use at patriotic and holiday celebrations were prepared and sent out to the Negro workers through the advisory committees in the territories where they were organized. On the Fourth of July, 1918, more than 2,000 copies of an address entitled "Labor and Victory" were used in county and city patriotic celebrations in more than 150 counties and about 12 States. (For copy, see Appendix I.)

Statements were prepared for writers of special articles in newspapers and magazines and for the Four Minute Bulletin of the Committee on Public Information. Similar material was sent to hundreds of speakers in different parts of the country. Magazine articles dealing with the problems of Negro labor during the war and reconstruction and the work of the Division of Negro Economics were prepared and appeared in such magazines as The American Review of Reviews, The Crisis, The Public, and The Survey.

The United States Public Health Service in its effort to combat venereal diseases inaugurated a special effort to reach all Negroes. This office cooperated with the Public Health Service by helping that service to get in touch with Negro workers through our field organization in order that they might become acquainted with the facts relative to disease as it affected health and efficiency.

The Negro workers' advisory committees organized and held many public meetings, attended by both white and colored citizens, to discuss the problems of labor and the war. Speakers were sent to hundreds of other meetings. We estimate that each month no less than a million Negro workers and hundreds of employers were reached and influenced in this way.

CHAPTER III.

EARLY RESULTS OF NEGRO ECONOMICS SERVICE.

At the end of the first six months of the work, Negro workers' advisory committees, by States, counties, and cities, had been wholly or partly formed in 11 States, and by the time the armistice was signed steps had been taken to establish committees in three other States.

Nearly all of these committees, both State and local, had white and Negro members or had cooperating white members representing organizations of white employers and white workers. In all, 11 State committees and about 225 local county and city committees, with a membership numbering more than 1,000, were appointed. One of the most remarkable facts is that out of the invitations and acceptances for service of all of these white and colored persons on these committees, so far as we have any record, there was only one case of a member of one committee whose relationship on the committee caused friction and made necessary a request for his resignation. There was the heartiest response from citizens of both races everywhere. Many of them used large amounts of time, gave their services, and often spent their own money to further the departmental program. It was the expressed opinion of many citizens of well-known competence that the holding of these conferences and the voluntary cooperation of hundreds of white and Negro citizens on these committees, both north and south, were in themselves sufficient to justify all the effort put forth by the department. Even more significant were the many written statements of commendation from citizens in all parts of the country and from organizations that cooperated and helped in the movement. (See Appendix —.)

SELECTION AND TRAINING OF A STAFF.

The selection and training of a staff for such work ordinarily would hardly be considered as one of the results of a departmental or organization effort. However, it should be borne in mind that there is usually serious doubt about the expert efficiency of Negroes in official positions which call for high standards of character and ability. Often criticism has been specially lodged against Negroes in public office. Therefore, the successful and effective selection and organization of a staff of Negro officials and employees, with the necessary general training, expert knowledge, and experience to carry out the program of work and to achieve the results as shown in the succeeding pages, was in itself an achievement.

This work of mediation between white workers, white employers, and Negro workers called for exceptional qualities of mind and character in addition to technical knowledge and efficiency. The spirit of conciliation and cooperation, the ability to see both sides of any issue, and the combination of initiative and self-control necessary to act

effectively when action is called for and to wait with patience when action is not strategic required persons far above the average in both character and ability. The office of the Director of Negro Economics may modestly claim this success as a part of the achievement of the work, as it demonstrates that such a staff can be built up in the public service.

The department had previously used the services of three Negro experts from the Department of Commerce. These men were retained and their duties readjusted so that throughout the period of the war and for nearly eight months of reconstruction they gave effective service—Charles E. Hall as supervisor of Negro economics for Ohio, William Jennifer as supervisor of Negro economics for Michigan, and Harry E. Arnold as an examiner and special agent in the United States Employment Service in Pennsylvania. As the organization grew, the following men were added: T. C. Erwin, supervisor of Negro economics for Virginia; Dr. A. M. Moore, supervisor of Negro economics for North Carolina, who served as a dollar-a-year man; William M. Ashby, supervisor of Negro economics for New Jersey; W. O. Armwood, supervisor of Negro economics for Florida; Lemuel L. Foster, supervisor of Negro economics for Mississippi, who succeeded J. C. Olden, resigned for other work after doing valuable service; H. A. Hunt, supervisor of Negro economics for Georgia; and Forrester B. Washington, supervisor of Negro economics for Illinois. In addition, the qualifications and recommendations of a number of Negro examiners in the United States Employment Service, as well as stenographers and clerical assistants, were investigated and passed upon by the office of the Director of Negro Economics.

In the office of the Director of Negro Economics at Washington headquarters, Karl F. Phillips, as assistant to the director, ably managed the office and closely associated with the director in the full supervision of the work. A competent staff of clerical employees was added as the growth of the work made it necessary.

These Federal officials performed their duties with enthusiasm, efficiency, and success under the many trying circumstances which arose during the strenuous months of the war labor program and the first months of reconstruction. Their services as a part of this experiment in the Federal Government's relation to Negro wage earners has been a contribution to the experience with Negroes in important administrative positions.

The facts about each State supervisor of Negro economics follow in sections describing the activities and results of the work in each State.

PROBLEMS OF NEGRO LABOR.

Before entering the detailed discussion of migration and the experiences in 11 States, a summarized statement of the problems of Negro labor during the war and reconstruction period follows:

I. During the war period.

1. The movement of large numbers of Negro workers from the South to the North.
2. The inevitable maladjustment in living conditions confronting the newcomers in the North.

3. The delicate questions of relations of Negro workers and white workers in northern industries into which Negroes were for the first time entering in large numbers.
4. The difficulties and readjustments in southern agricultural regions, due to the sudden departure of thousands of tenants and farm laborers, as well as the readjustments in industrial operations in the South, due to the same causes.
5. The attraction to centers of war industries and construction camps and cantonments, both north and south, due to the wages offered, which were higher than those prevailing in post-war industry and agriculture.
6. The serious labor shortage, both north and south, white and colored, due to the drafting of millions of men into the Army.

II. During the reconstruction period.

1. The thousands of Negro workers in war industries who had to be shifted back to post war industries along with the other workers called for special attention similar to the period when they were being shifted into war industries.
2. Probably between 400,000 and 500,000 workers migrated from the South to northern industries. The difficulties of cooperative adjustment of white wage earners and Negro wage earners in the industrial communities where they must find community life in contact with each other were increased.
3. Special problems connected with the entrance of colored women into industry and special problems in domestic and personal service.
4. The problems of improving the conditions, increasing the efficiency, and encouraging the thrift of Negro workers were probably greater during the war and still remain as reconstruction problems.
5. In the South the common interests of white employers who want to engage the services which the Negro wage earner has to offer and the desire of the worker for wages in return make the adjustment of the Negro labor situation one of the most far-reaching factors in bringing about just and amicable race relations. The migration and war restlessness of the two races creates problems which the labor nexus may be very effective in settling.
6. The adjustment of farm tenantry and of the labor situation in the South is very largely a problem of Negro labor.
7. For the first 12 months following the armistice the problem of demobilization of thousands of Negro soldiers called for cooperative action, and more tact and judgment than were probably needed during the period when they were being drafted out of production into the Army. The return of the Negro soldier to civil life, with the obligations of the Nation to him, has been one of the most delicate and difficult labor questions confronting the Nation, north and south.
8. The improvement of living and working conditions, including such questions as housing, sanitation, and recreation of Negro wage earners, should receive more attention during this period of reconstruction and peace time than they did before or during the Great War period.

CHAPTER IV.

COOPERATION WITH THE SEVERAL BUREAUS AND DIVISIONS OF THE DEPARTMENT.

Where matters which manifestly or directly affected Negro wage earners came under the immediate administrative guidance of the several divisions and bureaus of the department, it was the plan of the Secretary that the heads or chiefs of such divisions or bureaus should call upon the Director of Negro Economics for advice.

The United States Employment Service, which was dealing with the recruiting and placing of Negro labor in the United States, naturally received the largest amount of such cooperation, advice, and planning. For instance, questions came up relating to private agencies and their handling of Negro labor on and after August 1, 1918, when the Employment Service was given the responsibility of recruiting and placing the common labor in war industries employing 100 or more workers. The Director of Negro Economics gathered the facts and proposed a plan and policy for dealing with this matter. Such plan and policy were later adopted and put into operation by the Director General of the United States Employment Service.

The members of the Negro workers' advisory committees in many localities assisted as volunteers during this war-labor recruiting and placing. Eight of the State supervisiors of Negro economics had their offices either with the Federal directors of the Employment Service or in close connection with them. All of the Federal directors in these States turned to these State supervisors for advice and assistance on practically all matters relating to the handling of Negro labor in their States. The question of location of offices to serve Negro neighborhoods, the formation of policies and plans of the Employment Service to serve them more effectively, the selection of competent Negro examiners, and a number of other questions were from time to time presented and handled for the Employment Service. The following excerpts from statements of some of the Federal directors of the Employment Service show their appreciation of this service given by representatives of the Division of Negro Economics:

UNITED STATES EMPLOYMENT SERVICE.
74 East Gay Street, Columbus, Ohio, April 9, 1919.

Mr. ETHELBERT STEWART,
Director of Investigation and Inspection Service,
Office of the Secretary, Department of Labor, Washington, D. C.

MY DEAR MR. STEWART: Mr. Charles E. Hall, who has been supervisor of Negro economics in Ohio, handed me a copy of your letter of March 27 with reference to his reports being made through the office of the Federal director for Ohio.

Mr. Hall has been located in the office of the Federal director for the past several months and we are very glad to advise that the relationship is very pleasant. We feel that Mr. Hall is a very competent man and especially fitted for the line of work to which he is assigned.

This letter is written as an acknowledgment of the receipt of instructions contained in your letter of above date.

Very truly, yours,

(Signed) C. H. MAYHUGH,
Acting Federal Director for Ohio.

1423 NEWTON STREET, *Washington, D. C., July 9, 1919.*

Dr. GEORGE E. HAYNES,
Director of Negro Economics, Department of Labor, Washington, D. C.

MY DEAR DR. HAYNES: I very much regret to learn that failure of appropriation has made it necessary to discontinue the work which has been carried on by Mr. Charles E. Hall, supervisor of Negro economics for Ohio.

Mr. Hall assisted the Employment Service in every possible way in recruiting labor during the war and in the readjustment of labor after the signing of the armistice.

The big task before him at this time is to assist in crystallizing the best thought and carrying out the best possible plans for improving housing conditions and aiding the Negroes to become satisfactorily adjusted to the new industrial condition which confronts them. His work, I believe, has been a real factor in preventing the development of radical unrest among the Negroes in Ohio.

My knowledge of Mr. Hall's work was gained through contact as Federal Director of Employment for Ohio, from which position I resigned March 15, 1919.

Very truly, yours,

(Signed) FRED C. CROXTON.

UNITED STATES EMPLOYMENT SERVICE,
Meridian, Miss., January 29, 1919.

From: Federal director.
To: Director General.
Subject: Negro Economics Division.

1. In replying to letter from Assistant Director General, dated January 23, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this service is providing an office on the same floor as the office of the Federal director for the supervisor of Negro economics. The present supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal director in reference to his work.

3. The writer attended the meeting of the Negro State advisory board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys' Working Reserve. Cooperation has been obtained from the State agriculture college, and they have agredd to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the Reserve. Arrangements were made for visiting and organizing reserves in approximately twenty industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This Service will then undertake to place these students in active farm work as soon as school is closed.

4. The Negro workers' advisory committee in the State of Mississippi is well organized and the work is prospering very satisfactorily.

(Signed) H. H. WEIR,
Federal Director.

DETROIT, MICH, *July 2, 1919.*

From: Federal director.
To: Director General, United States Employment Service, Washington, D. C.
Subject: Supervisor of Negro Economics for Michigan.

1. On Thursday of last week Mr. William Jennifer, who for the past nine months has been acting as supervisor of Negro economics for Michigan, advised me that he was in receipt of communication from Washington directing him to report there immediately. He left here on Friday morning, and at the time of his leaving stated that he was somewhat worried in regards to the work, which he had been carrying on here in Michigan, being continued.

2. At the time Mr. Jennifer came to Michigan he at once proceeded to develop the State, and within a short time after his arrival a conference was held here in Detroit, and there was in attendance representatives from 19 different cities in Michigan. An organization was perfected at that time, and great good has come from the results of that meeting. The writer attended this conference and had an opportunity to meet with these representatives, who consisted of ministers, doctors, lawyers, welfare workers, and workingmen. These people went back to their respective localities and proceeded to enlighten the colored people of their community regarding the efforts being made by the Government to assist them in caring for the interests of the Negroes who are rapidly moving here from the Southern States.

3. It would appear to the writer that there is no work of greater importance which the Government might be interested in at this time than that or assisting the colored people to bring about better conditions for their race.

4. Since coming to Michigan, Mr. Jennifer has worked hard and given to the duties assigned to him all his time and efforts. He is a splendid gentleman and his heart is in his work. He thoroughly understands the Negro problem. In the mind of the writer, he is an exception to the average person, and we should very much like to see him return to Michigan to carry on this good work which he has been doing, and desire to urge upon you the importance of this department being continued.

(Signed) J. V. CUNNINGHAM,
Federal Director.

UNITED STATES EMPLOYMENT SERVICE,
9 Franklin Street, Newark, N. J., April 2, 1919.

Prof. GEORGE E. HAYNES,
Director of Negro Economics, Washington, D. C.

MY DEAR DR. HAYNES: It is my understanding that you desire an expression of opinion as to the work of the Bureau of Negro Economics.

I am glad to inform you that it is our understanding that Negro advisory committees have been organized in the principal industrial centers throughout the State. Those committees hold regular meetings at which Mr. Ashby (supervisor of Negro economics for New Jersey) is often present and he addresses these groups on matters relative to the situation pertaining to Negro labor in the State and advises them as to how they can make the best of their opportunities. Committees of this character have been helpful in the offices in the matter of opportunities for colored men and women, and also in molding sentiment in favor of colored workers.

The Camden (N. J.) committee is doing an especially fine piece of work in the interest of the returning colored soldiers. Mr. Ashby personally attends the meetings of the welfare organizations wherever it is possible in the State, giving specific attention to the benefits that may accrue to the colored workers.

Personally, I can only speak in the highest terms of the work which he has been enabled to accomplish for the benefit of the Negro workers of New Jersey. I feel quite satisfied that, responsive to the energetic work which he has performed, various colored organizations throughout the State found it advisable for their best interests to send telegrams to the various Washington representatives asking for continuation of the United States Employment Service.

Very truly, yours,

(Signed) J. SPITZ,
Assistant Federal Director of Employment for New Jersey.

Also, in Virginia and Alabama service of cooperation was given to the Boys' Working Reserve in assisting its representatives in those States to secure helpful contacts with Negro boys.

When the Women's Bureau was established in the department, it was natural that its scope of activities should include attention to conditions affecting colored women workers and that this bureau should counsel and work closely with the office of the Director of Negro Economics, which gave assistance not only in finding and selecting Mrs. Helen B. Irvin as industrial agent for the work among colored women, and in securing Mrs. Elizabeth Ross Haynes (as a dollar-a-year employee) for the direction of the same work, but also in making surveys of Negro women in industrial establishments and in taking other steps for improvement of working conditions and relations of Negro women in industry, carried out in joint cooperation with that service. (For full summary of report see section of "Negro Women in industry," pp. ——.)

These experts entered upon their duties in November, 1918. They performed important field service of a varied character, and the data collected by them, together with their recommendations, after receiving the counsel and advice of the Director of Negro Economics, formed the basis of concrete labor policies which the Women's Bureau

is now putting into effect in behalf of female Negro workers. Some of the facts gathered are published in another section of this bulletin. (See pp. ——.)

The Investigation and Inspection Service not only made a number of investigations of plants of various kinds involved in the department relating to Negro wage earners but this service took upon itself the employment of a competent Negro, Byron K. Armstrong, who was also associated with the office of the Director of Negro Economics. The field investigations for the data in Chapters VIII and X, which deal with Negroes in the seven basic industries in northern centers were made by him and other representatives of that service in an effort to ascertain the conditions and relations obtaining between Negro workmen who had entered northern industries.

Special mention should be made of the cooperation received from the Council of National Defense in starting and developing a program for Negro workers in the South. The national office of the council, at Washington, D. C., which dealt with the State councils, gave our plans indorsement, together with full information and advice, and furnished letters of introduction. The officials of State councils in Virginia, Florida, Georgia, Alabama, and Kentucky extensively promoted the cooperative plan of organization. In Virginia, Kentucky, and Florida the executive secretary of the State Council of National Defense arranged for an appointment of white cooperating members of the Negro Workers' Advisory Committees. The Georgia council gave its advice to our State committee, the governor of Georgia, Hon. Hugh M. Dorsey, as chairman of the council, having issued the invitation for the State conference. The Alabama Council of National Defense appointed a Negro auxiliary to assist with the work. The Kentucky Council of National Defense was the main organization in promoting the formation of Negro Workers' Advisory Committees in its State.

The cooperation of private organizations and agencies, both local and national, was so hearty and widespread that it is practically impossible to name a list of the organizations that gave such cooperative service.

CHAPTER V.

NEGRO LABOR AND RACIAL RELATIONSHIPS AT CHICAGO.

[Extract from report of the Director of Negro Economics to the Secretary of Labor, through the Assistant Secretary on the subject of Negro labor situation in Chicago, Ill., and other localities, following race disturbances at Chicago.]

AUGUST 27, 1919.

Reports having been received at the office of the Secretary about disturbance at the stockyards in Chicago and other places of employment where Negroes have ordinarily been engaged, following the race riots in that city, after departmental conference, I was instructed by the Assistant Secretary to proceed to Chicago, St. Louis, Detroit, Cleveland, and near-by points in the territory to ascertain, first hand, the change, if any, in the labor situation. This report covers the results of a rapid survey of Chicago, of inquiries during a day at St. Louis, Mo., during brief visits to Detroit and Flint, Mich., and some statements secured on a stop-over in Cleveland on the return trip. I have also included the substance of reports from reliable Negroes, residents of several other cities.

THE CHICAGO SITUATION.

The disturbance in Chicago seems to have grown out of complex fundamental conditions, mainly economic. Some of the factors are not altogether labor factors but are largely the results of the labor and other economic conditions. From the testimony secured from localities other than Chicago, I am convinced, also, that the Chicago situation is partly typical, so far as the underlying factors in labor and other economic conditions are concerned.

Therefore, in giving full attention to it, we view conditions that are typical of many industrial centers. The demand for labor during the past five years drew large numbers of Negroes from the South. They have become almost putty in the hands of three more or less conflicting interests: (*a*) The employers, (*b*) white workmen, very largely organized, and (*c*) politicians, for the most part unscrupulous.

1. Taking, first, the labor situation: In the early years of the stockyards development the labor supply was mainly American, German, and Irish that lived near the stockyards. When the stockyards were moved to their present location—at that time far removed from the residential and business districts of the city—Irish and German elements settled around the yards. With the coming of the Poles and other nationalities, following the great strike of 1904, the Irish were pushed across Halstead Street and beyond Thirty-ninth Street. The German element occupies neighborhoods on the other side of the yards and out toward Englewood.

With the growth of employment of Negroes in the stockyards, there has been continuous effort on the part of white workers to draw them into their unions. This has been only partially successful. Some dissatisfaction has resulted, and the union workers charged that the

packers have used Negro leaders to prevent unionizing Negroes. The packers have denied any interference with the effort to unionize Negroes. It can not be told how much friction and feeling between the races this has caused. Testimony goes to show, however, that there has developed some friction between Negro workers and the Irish element at the yards. This did not seem to have any connection with the union situation but with individual contacts.

Whether this friction had any direct connection with the rioting is not fully established. All the testimony, however, shows that the point of greatest friction was where the Negro neighborhood touched the Irish neighborhood on the South Side. There was considerable mention in the testimony of an Irish athletic association, known as Regan's Colts. This was started as a sort of political and athletic association, but now has a reputation for considerable rowdyism.

2. The housing situation is another economic element. Many of those familiar with the conditions preceding the riots claim, however, that there is little relation between the feeling aroused about the housing and the riots. However that may be, it is certain that a large influx of Negroes (about doubling the Negro population of Chicago within five years) has created an acute housing situation on the South Side. This population has flowed out of the area previously occupied by Negroes and on into the areas occupied by whites, pressing upon the districts known as Englewood and Kenwood. The white residents have organized an association of residents. Reliable testimony, gained confidentially from some of their meetings, establishes the fact that there was considerable agitation, even suggestions of violence, to keep Negroes from renting and buying in the white district. Popular gossip connects the bombing of Negro residences with this agitation.

3. The political situation is a third factor of importance. These underlying forces of the attraction during the last five years of large numbers of Negro workers of the unskilled type, the friction over the housing congestion and the tension over political affairs were continually played upon and inflamed by agitation. Some agitation arose from the persons highly active and prejudiced against Negroes. There were various clashes of individuals here and there. There were repeated attempts to frighten Negroes from residences by bombing their houses. There was quite a bit of newspaper publicity during the period of months preceding the riots.

All these incidents prepared the way for the underlying labor, housing, and political fires of friction to burst into the flames of riot and death. The occasion for the outbreak on Sunday, July 27, when white bathers stoned a Negro youth, knocking him from a raft and causing him to drown, was only the match which lighted the blaze.

4. The situation which developed at the stockyards, resulting in a walkout of many of the union employees, was only indirectly the result of the race riot. Some of the leaders of the Amalgamated Meat Cutters and Butcher Workmen of North America say that no strike was authorized, but that it is a code of the unions not to work in any place where police and military guards are over them.

Apparently the employers at the stockyards, fearing trouble when the Negroes returned to work on the Thursday following the riots, took the precaution of having extra police guards and details of militia. The union workmen interpreted the presence of those guards-

men as a move against them. Immediately many of the union workers, among them some of the Negro union men, protested by leaving their work and by sending a committee of protest to public officials. Colored union men were on this committee. By Monday of the following week, however, the militia had been removed and the resentment of the union men apparently quieted down.

Both the employees and the management of the stockyards testified that there was no friction within the yards when the men returned to work. Many evidences of good feeling and cooperation between white and colored workers were manifested. The occasion was one, of course, when both the leaders of the unions and representatives of the packers were disclaiming any responsibility for the situation.

With this underlying condition confronting the community there was very limited contact between the more thoughtful and liberal-minded, social-minded citizens of the two races. Barring the few leaders of the labor unions and a few representatives of philanthropic organizations there were few contacts through which there might be mutual understanding between the races. The facts also seem to show that the large number of Negro unskilled workers directly from the South, both in their competition for work and in their needs for decent houses in good surroundings, were being used and exploited. The forces to help them, and thus to benefit the community, were few and comparatively weak.

It was also clear that the full sentiment of the employers, the largest of whom are the packers, favors the retention of the Negroes in Chicago. On the other hand, the white union workers fear this competition of Negro workers unless they can induce them to enter the unions.

During the course of the riot the Association of Commerce called a conference of the representatives of 47 business and philanthropic organizations of the city at the Union League Club. The outcome of this meeting was a resolution requesting the governor to appoint a committee "to study the psychological, sociological, and economical causes underlying conditions resulting in the present race riot and to make such recommendation as will tend to prevent a recurrence of such conditions in the future."

Gov. Lowden told me he had decided to appoint a local commission for Chicago only. This will be composed of six white and six colored citizens of the highest standing * * *.

5. From the nation-wide point of view another factor enters to make the Chicago situation complicated and of importance. It is of special concern to this department in its relation to the whole matter of migration of Negro workers and the adjustment of their relations to white workers and white employers both north and south.

Immediately following the riots Chicago newspapers began to publish dispatches, letters, and news items from southern territory inviting southern Negroes to return to the South for good treatment, peace, and employment.

During the week of my visit representatives of three different planting interests of Mississippi were in the city, and it was reported that a delegation was on its way to Chicago from the Chamber of Commerce in New Orleans with a colored man in the party to "pick the right type of Negroes." * * *.

It is uncertain just how far such an effort to induce Negroes to return to the South will be successful, but the effort has already aroused considerable opposition and discussion against it among Negroes, both in their newspapers and other channels. Of course immediately the ministers and newspapers are being accused of being paid by the packers, who want to hold the Negroes in Chicago. While there are no available facts to support such allegations, it is true that the employers of Chicago generally, according to testimony of the chairman of the Association of Commerce and other employers in touch with the situation, do not look with favor upon efforts made to take Negroes out of Chicago. * * *

The week of my visit, of course, was too soon to tell exactly how far the attitude of employers about employing Negroes had been affected by race riots. The examination of calls for Negro labor at two employment offices showed, however, that beginning with August 5, just after the close of the riots, there had been a gradual increase both in the number of calls for Negro help wanted, those referred, and those placed. Information could be secured for a few cases only where Negroes had been dropped during the days of the riots and had not been replaced when the situation quieted down. The facts so far obtainable indicate that in those employments where Negroes were used formerly there would probably not be any material change in the use of Negro workers.

Before summarizing the impressions gained in St. Louis, Mo., Detroit, Mich., and Cleveland, Ohio, it may be well to point out two other significant factors influencing the racial situation in Chicago as well as in other parts of the country. In the first place, there was a very widespread dissatisfaction, bordering on bitterness, among many Negroes, due to the reports they have received from the returning soldiers about their harsh treatment in the Army, both at home and in France. In many conversations and in public gatherings of Negroes some of these stories are rehearsed and commented upon. * * *

In the second place, there is a general feeling among all classes of Negroes that the Federal Government should do something to remedy their condition. This takes two forms: First, the abolition of evils. There is a very widespread and strong feeling that mobs and lynching and other abuses now affecting Negroes should be taken in hand by the Federal Government. Second, Negroes are looking to the Federal Government to take some constructive steps for their benefit. The great popularity of the action of the Department of Labor through the Division of Negro Economics for giving attention to working conditions of Negroes and their relation to white workers and white employers is largely due to this feeling of the Negroes that something should be done for them through the Federal Government. The Public Health Service of the Treasury Department is meeting with similar response. * * *

There is a frequent comment among Negroes on this point and questions are asked repeatedly why something in a large way is not done at this time. Larger efforts by Federal departments to improve living and working conditions among Negroes will receive hearty response from them.

TESTIMONY AND OPINIONS FROM ST. LOUIS, MO., DETROIT AND FLINT, MICH., CLEVELAND, OHIO, AND OTHER POINTS.

In St. Louis a committee of colored citizens went to the chief of police during the days of the Washington-Chicago riots. They pledged him their support and made certain suggestions. He and the mayor immediately took steps to forestall any possible outbreaks. This, I was informed, led to special instructions to the patrolmen. Some newspaper publicity of a helpful kind was also obtained. Although several individual clashes were reported, the sentiment seems to be for quiet. It was reported, however, to me on good testimony that large numbers of Negroes have firearms and ammunition preparatory to protecting themselves and their homes in case of disturbances.

Detroit, Mich., has had a very large influx again during the past summer, the estimate being about 3,000 newcomers during the month of June alone. These newcomers comprise men, women, and children. While there is considerable congestion in one district there has, however, been considerable distribution of this Negro population in other sections of the city.

The race friction here has seemed to be small, probably due to the fact that the demand for labor is greater than the supply. Everybody is employed at high wages and so busy that there is hardly time for the frictions that go with unemployment. In some of the industrial plants employing large numbers of Negroes, the superintendents did take precaution during the days when the newspapers were reporting the riots in Washington and Chicago to prevent any possible friction between white and colored workers in their plants. For instance, one of the automobile accessories companies separated the white and colored workers in the lunch rooms as a precaution. The testimony indicates that this tended to cause friction rather than to prevent it, as it is reported that the colored workmen refused to share the lunch room with this new arrangement.

It was reported here also that Negroes have provided themselves with considerable firearms and ammunition lest trouble arise. One factor in the situation in Detroit making for harmony is the fact that the largest Negro neighborhood is bordered on one side by Jews, largely Russian, and on the other side by Italians. Cases of friction resulted only in individual clashes that had no group significance. During the days of the Washington-Chicago riots leading colored citizens conferred with the mayor and other officials about precautionary steps to prevent any possible outbreak.

In Cleveland, Ohio, there was some fear during the days of the riots elsewhere lest there might be some friction. An editorial in one of the colored newspapers, warning Negroes to arm themselves, drew forth an article from one of the white newspapers claiming that the chief of police had called this editor to task, threatening to arrest him for murder if any riot occurred and any one was killed. This was denied by the chief of police and the incident closed.

The colored editor, however, did receive some threatening letters and there was a report of an attack upon a Negro soldier by some white men in a high-powered automobile which ran into a Negro neighborhood. Both of these incidents caused some excitement among some of the colored people. There was, however, a feeling

among some of the influential white and colored citizens that no race disturbance should take place in Cleveland.

Responsible citizens I interviewed, said however, that the city would welcome any cooperative effort to study the labor and other economic conditions looking toward measures that would prevent racial friction in the future.

From testimony of conditions which nearly resulted in riots in Sumter, S. C., Columbia, S. C., Birmingham, Ala., and from apprehension expressed and testimony as to preparations made by white and colored people in New York City, Jacksonville, Fla., and Montgomery, Ala., I am led to believe that the racial tension is so widespread as to be in fact a matter of national concern, calling for some attention from the National Government.

Respectfully submitted.

(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

Chapter VI.

WHITE AND NEGRO WORKERS IN BASIC INDUSTRIES.

The distribution of Negro workers in industries both as to States and the types of industries in which they were engaged in comparison with other workers in the same States in industries gives a good impression of their general part in war production and of the widespread contact of the racial labor relations. The facts are set forth in the tables of this chapter.

The first table (Table I) gives a general view of the white and Negro men engaged in industrial unskilled occupations in establishments in 1918 or at the height of our drive for war production. These figures were reported from the responsible employers themselves to the United States Employment Service when that service by Executive order took over the work of recruiting and placement of unskilled labor in all industries employing 100 or more men.

The data about establishments selected for this table were taken at random from the records of the thousands that reported. The basis of selection was those employing 25 or more Negro workers. As many States as practicable were represented, so as to show the wide distribution of employment of Negroes, but those included are only a small part of the total number reporting. The estimate of the percentage of war work each establishment was doing, the number of hours per day, and the rate of wages are exactly as reported by each firm itself.

Unfortunately for the present purpose the reports did not show occupational distribution of these employees. The column showing the kind of industrial operation carried on by the firm could be classified only in the very general way here given, because of the brevity of description given in the reports. The classifications, however, give some general notion of the type of each plant or enterprise which was employing these men. A number of firms were omitted because the descriptions would not allow of even this general classification.

Table I, which follows below, shows enterprises in 26 States and the District of Columbia, which were, in 1918, employing 190,091 white men and 62,316 Negro men. Twelve Southern States and 14 Northern States are listed. If Ohio and Pennsylvania seem to have an undue number of firms listed in comparison with other States, especially in the South, it may be attributed to the large entrance of Negro migrants into their many industries, to the comparatively limited industrial development in the South, which is largely agricultural, and to the necessary exclusion of many firms in other States either because of their employment of less than 25 Negroes or because of insufficient information in their reports.

The percentage of war work upon which these enterprises were engaged shows the large part these man had in winning the war. Out of a total of 277 firms which gave information on this point only 23

reported less than 50 per cent war work and only 11 of these reported 25 per cent or less war work; 99 firms reported from 50 to 99 per cent war work and 151 firms reported 100 per cent war work. There might have been some bias in some cases, inasmuch as those firms having the greatest percentage of war work might have expected some priority in securing laborers.

The wage rates are also very interesting and show unmistakable contrasts for the same kind of industry in the different sections of the United States. For instance, unskilled workers in foundries were employed at the rate of $2.50 per 10-hour day in Alabama; from $3.50 per 10-hour day (one firm) to $4.25 per 9-hour day (one firm) in Illinois; $3.20 per 10-hour day (one plant calculated from straight hourly rate) in Indiana; $2.50 per 10-hour day in Tennessee (only one firm) and $3.50 to $4 per 10-hour day (calculated from straight hourly rate) in Virginia.

Unskilled workers in iron and steel plants were employed at the rate of $2.50 to $3 per 10-hour day (one firm 9 to 12 hours with wages $2.25 to $3.79 per day, one firm 10 to 12 hours) in Alabama; from $3 to $4 per 10-hour day (calculated from straight hourly rate) in Illinois; from $2.75 to $3.60 (8, 9, 10, and 12 hour day differently in four plants) per day in Indiana; $3 per 10-hour day in Kentucky; from $2.88 to $4.95 per 9-hour day (calculated from straight hourly rate) in New York; from $3.40 to $4 per 10-hour day (calculated on straight hourly rate) in Ohio; from $3.20 to $6 (one plant reported 60 cents per hour) per 10-hour day (calculated from straight hourly rate) in Pennsylvania; from $2.40 to $3.20 per 8-hour day (calculated from the straight hourly rate) and $2.50 to $3 (one plant) per 10-hour day in Tennessee; and $2.75 per 12-hour day (one plant) in Virginia. It should be borne in mind constantly that during the stress of war production probably most plants ran longer than the regular hours and many of their employees worked overtime, the usual rule being to pay time and a half for overtime, and in some cases double time. Therefore no calculation of the actual average earnings of the workmen can be made from these rates of pay.

The full text of Table I with details by States follows, showing unskilled white and Negro male workers in selected typical war industries by States in 1918:

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918.*

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	7
ALABAMA.						
Ammunition	46	58	5	10	.....	$2.50–3.50
Army ordnance	45	200	100	10	$0.30	.....
Cement	102	88	100	12	.....	2.50–3.00
Chemicals	41	122	100	9	.31	.....
Coal and iron	14	84	100	10	.30–.33	.....
Fertilizer	3	25	(1)	10	.....	2.50–3.00
Foundry	50	75	100	10	.....	2.50
Do	22	178	95	10	.....	2.50
Do	(1)	110	100	9	.25	.....
Do	26	317	100	10	.....	2.50
Iron and steel	(1)	25	100	10	.....	3.00
Do	25	75	100	10	.....	3.00
Do	6	136	25	10	.....	2.50–2.75
Do	16	171	93	9–12	.....	2.25–3.25
Do	350	600	95	10–12	.....	2.25–3.79
Lumber	100	160	75	10	.....	2.25–2.50
Sawmill	5	80	100	10	.....	2.00–2.50
Do	16	37	100	10	.....	2.50
Shipbuilding	150	100	100	8	.30–.40	.....
Do	5	189	98	8	.40	.....
Do	750	500	90	8	.30–.40	.....
Steel wire	9	211	30	10	.30	.....
Railroad	20	300	100	10	.34	.....
Do	73	1,420	100	10	.34	.....
Radiators	1	25	75	9	.35	.....
CONNECTICUT.						
Ammunition	200	50	100	10	.....	$3.50–3.90
Iron	400	100	100	10	$0.40	.....
Metal	1,800	45	90	(1)	.33	.....
Shells	219	59	100	11	.40	.....
DELAWARE.						
Powder	45	30	100	8	$0.40	.....
Do	60	44	100	10	.40	.....
Pyrites	29	67	100	10	.40	.....
Shells	120	80	100	10	.40	.....
Steel castings	28	27	100	9	.37–.40	.....
War supplies	89	95	90	9¾	.36	.....
DISTRICT OF COLUMBIA.						
Electric equipment	30	51	100	10	$0.40	.....
Paper	30	52	50	8	.35	.....
FLORIDA.						
Lumber	232	217	100	10	$0.25	.....
Do	60	225	100	10	.....	$2.00
Do	20	465	100	10	.....	1.80–2.25
Do	150	350	90	11	.....	2.00–2.50
Naval stores	11	324	80	10	.....	2.40

1 No figures available.

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918*—Contihued.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	7
GEORGIA.						
Cotton	134	169	12	10	$0.30	.....
Iron	(1)	147	80	10	.....	$2.00
Lumber	75	225	100	10	.....	2.00
Turpentine	(1)	300	80	8	.25-.35	.....
ILLINOIS.						
Aluminum	1,000	500	90	8	.....	$3.10
Canning	2,921	410	80	10	$0.40	.....
Castings	1,450	225	70	10	.36	.....
Cork	1,658	281	35	9	.35	.....
Foundry	300	75	95	10	.....	3.50
Do	268	162	77	9	.....	3.50-4.25
Iron	350	150	40	10	.40	.....
Lumber	175	126	75	10	.....	2.25-2.75
Meat	4,110	3,244	21	8	.40	.....
Meat packing	3,714	2,375	80	8	.40	.....
Paint	1,300	50	80	10	.35-.40	.....
Shells	836	417	100	10	.....	3.50
Steel	250	250	100	10	.30-.3	.....
Stockyards	1,151	604	25	8	.40	.....
Do	3,250	1,087	75	8	.40	.....
Zinc	350	50	100	8	.....	3.00-3.90
INDIANA.						
Foundry	75	150	70	10	$0.32	.....
Gas	470	156	100	8	.35	.....
Iron	(1)	34	90	10	.....	$2.75-3.60
Do	81	112	95	9	.35	.....
Do	30	120	100	12	.....	3.60
Iron and steel	154	98	75	8	.30	.....
Picric acid	50	50	100	10	.40	.....
Plates	1,350	500	100	10	.42	.....
Steel	550	50	(1)	10	.33	.....
IOWA.						
Building	152	101	47	9	.....	$4.05
Foodstuffs	800	25	30	8	$0.37-.42	.....
Meat	860	101	85	8	.40	.....
KANSAS.						
Meat packing	375	75	90	8	$0.37	.....
Do	2,062	746	40	10	.40	.....
Mining	125	25	50	(1)	.41	.....

[1] No figures available.

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918*—Contihued.

GEORGIA.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	7
Cotton	134	169	12	10	$0.30	.....
Iron	(1)	147	80	10	.....	$2.00
Lumber	75	225	100	10	.....	2.00
Turpentine	(1)	300	80	8	.25-.35	.....
ILLINOIS.						
Aluminum	1,000	500	90	8	.....	$3.10
Canning	2,921	410	80	10	$0.40	.....
Castings	1,450	225	70	10	.36	.....
Cork	1,658	281	35	9	.35	.....
Foundry	300	75	95	10	.....	3.50
Do	268	162	77	9	.....	3.50-4.25
Iron	350	150	40	10	.40	.....
Lumber	175	126	75	10	.....	2.25-2.75
Meat	4,110	3,244	21	8	.40	.....
Meat packing	3,714	2,375	80	8	.40	.....
Paint	1,300	50	80	10	.35-.40	.....
Shells	836	417	100	10	.....	3.50
Steel	250	250	100	10	.30-.3	.....
Stockyards	1,151	604	25	8	.40	.....
Do	3,250	1,087	75	8	.40	.....
Zinc	350	50	100	8	.....	3.00-3.90
INDIANA.						
Foundry	75	150	70	10	$0.32	.....
Gas	470	156	100	8	.35	.....
Iron	(1)	34	90	10	.....	$2.75-3.00
Do	81	112	95	9	.35	.....
Do	30	120	100	12	.....	3.60
Iron and steel	154	98	75	8	.30	.....
Picric acid	50	50	100	10	.40	.....
Plates	1,350	500	100	10	.42	.....
Steel	550	50	(1)	10	.33	.....
IOWA.						
Building	152	101	47	9	.....	$4.05
Foodstuffs	800	25	30	8	$0.37-.42	.....
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KANSAS.						
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[1] No figures available.

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918.*

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	7
KENTUCKY.						
Boilers	137	55	(1)	10	$0.27–.40	.....
Boxes	438	75	(1)	10	.....	$1.75
Iron	140	153	100	9¾	.....	3.00
Do	994	225	40	10	.30	.....
Leather	10	50	100	9½	.30	.....
Lumber	10	73	(1)	9½	.....	2.50
Signal corps	27	56	100	11	.....	.....
LOUISIANA.						
Lumber	45	175	100	10	.....	$2.75–3.00
Do	1,000	2,000	100	10	.....	2.00–2.50
Shipbuilding	50	150	100	9	$0.30	.....
Do	90	304	100	10	.30–.40	.....
MARYLAND.						
Ammunition	703	600	100	8	.....	$3.00
Copper	2,300	200	100	8	.....	3.20
MASSACHUSETTS.						
Electrical work	1,200	50	100	9	$0.28–.30	.....
Steel castings	150	50	100	9	.37½	.....
Sugar	410	90	100	9	.37	.....
MISSISSIPPI.						
Sawmill	1	125	(1)	10	.....	$1.50–2.50
Do	38	910	100	10	.....	1.75
Wood products	100	900	100	10	.....	2.75–3.25
NEBRASKA.						
Meat	140	45	(1)	8	$0.40	.....
Metal	400	100	100	8	.....	$03.20
NEW JERSEY.						
Shells	244	200	100	8	$0.35	.....
Tubes	50	40	100	(1)	.22–.40	.....
Shrapnel loading	350	325	100	9	.40	.....

[1] No figures available.

TABLE 1.—*Unskilled white and Negro male workers in selected typical war iwdustries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918*—Continued.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	6
NEW YORK.						
Aluminum	750	50	100	8–10	$0.34–.40	
Do	2,700	400	100	8		$3.50
Chemicals	1,000	75	100	9		3.25
Elevators	470	30	90	8	.35	
Glass	500	40	100	10		
Machinery	851	98	100	10	.35	
Valves	146	32	98	9	.36	
Steel	350	50	100	9	.32–.55	
Do	395	98	80	9	.37–.40	
Sugar	600	57	100	10	.35–.38	
NORTH CAROLINA.						
Aluminum	704	792	100	8		$2.50
Cotton towels	14	65	48	10	$0.15	
Lumber	15	200	80	11		2.00–2.75
Do	20	280	(1)	10		1.00–2.50
Do	25	300	80	10		2.25–3.00
Shipbuilding	200	50	100	10	.46	
Sewerage	(1)	180	100	10		2.75
OHIO.						
Aluminum	125	220	90	9	$0.38	
Automobiles	4,500	300	15	9	.35–.37½	
Bottles	350	50	40	8–10		$2.75–3.50
Bronze	30	30	70	8–9	.40–.45	
Castings	80	46	95	9–12		3.25–3.75
Chain	103	82	100	10	.30	
Do	143	142	100	10		3.00
Chemicals	3	50	100	10	.35	
Fertilizer	55	55	100	10		3.50–3.85
Foundry	425	175	85	10	.40	3.75
Do	225	150	85	10	.40	
Fuses	200	100	98	10	.35	
Guns	580	525	100	11	.32½	
Heaters	24	117	40	10	.35–.45	
Ink	240	25	40	8¾		3.50–3.85
Rolling mill	58	62	100	10	.34	
Shells	27	26	75	10	.37½	
Steel	1,300	400	90	10	.38–.40	
OKLAHOMA.						
Meat packing	843	376	80	8	$0.37	
Petroleum	77	35	100	9		$3.00

[1] No figures available.

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918*—Continued.

PENNSYLVANIA.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	6
Acids	100	45	100	9	$0.40	.....
Aero engines	346	110	95	9½	.42	.....
Air brakes	722	67	95	9½	.42	.....
Aluminum	1,300	100	90	9-10	.34-.41	.....
Ammunition	1,500	300	100	10	.....	$4.07
Benzol	25	33	100	10	.37½	.....
Boilers	1,071	120	100	14	.38	.....
Bolts	80	30	95	10	.37½	.....
Do	350	100	(1)	10	.....	3.50
Do	485	35	94	10½	.34½	.....
Boxes	262	29	65	10	.35-.45	.....
Bricks	50	60	100	10	.....	3.00
Do	195	35	100	10-12	.....	3.15-5.52
Bronze	50	20	95	10	.32½	.....
Building	14	86	70	11-15	.40	.....
Cars	475	25	100	10	.34-.39	.....
Castings	15	75	95	9¾	.38-.45	.....
Do	70	45	100	9	.....	3.15
Do	200	100	100	10	.....	3.50-3.60
Do	250	80	99	9-10	.38-.41	.....
Do	307	120	98	10	.38-.45	.....
Cement	430	40	95	10	.....	3.80-6.00
Chemicals	60	40	100	10	.40	.....
Do	119	95	100	9½	.....	3.89-4.81
Do	150	100	100	10-12	.41-.46	.....
Coal	113	159	100	10	.32	.....
Coal tar	150	75	80	10	.....	3.80
Do	240	33	(1)	9-10	.40	.....
Construction	10	50	10	.....	.....	4.00
Cork	120	27	100	10	.35	.....
Dredges	175	25	95	10	.....	3.00-3.50
Electric supplies	503	152	71	10	.....	3.50-4.20
Electric work	150	57	50	9	.....	3.60
Engines	100	25	75	9¾	.32	.....
Explosives	1,701	175	100	8	.40	.....
Fertilizer	235	109	(1)	10	.38	.....
Gasoline	1,413	359	100	9	.40	.....
Gas engines	910	29	97	10	.....	3.30-3.85
Glass	250	50	50	9	.....	3.50
Do	589	280	10	8	.....	2.96
Gypsum	3	68	70	10	.....	4.00-4.50
Houses	50	200	100	10	.....	4.40
Iron	90	30	100	12	.41	.....
Do	93	92	90	10	.38	.....
Do	100	25	100	10	.40	.....
Do	425	25	100	11	.37½	.....
Do	600	150	70	10	.35	.....
Do	729	258	90	10	.38	.....
Iron and steel	2,200	1,808	100	10	.32	.....
Iron bars	75	35	80	8-10	.35-.45	.....
Do	190	55	68	[3] 24	.....	3.84
Leather	21	54	100	9	.35-.35	.....
Do	74	36	60	9	.....	2.88
Do	53	106	90	10	.....	[4] 16.20
Lime	180	60	100	10	.28-.30	.....
Lumber	40	90	85	10	.35	.....
Machines	65	75	100	(1)	.35	.....
Magnesia	55	30	90	10¾	[2] .29	.....
Do	120	70	85	10¼	.35	.....
Metal	62	40	100	10	.....	4.20
Molding	468	32	92	12	.28	.....
Munitions	2,600	1,900	90	9½	.39	.....
Nuts	80	40	79	10½	.28-.35	.....
Oils	6,000	250	100	10	.40-.45	.....
Optical glass	50	85	75	8	.....	2.80-3.60

[1] No figures available. [2] Plus bonus. [3] Probably more than one shift. [4] Week.

TABLE I.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negroes, with reported percentage of war work of each enterprise, hours, and wage rate, by States, 1918*—**Continued.**

PENNSYLVANIA—Continued.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour	Per day.
1	2	3	4	5	6	6
Ordnance	3,000	1,000	100	10-12	.33-.50	
Pig iron	29	25	100	10-11		3.97-4.20
Do	85	40	100	10		4.55
Do	300	200	100	10-12		3.15
Do	1,000	600	60	10-12	.38	
Pipe fittings	200	30	95	10	.33	
Plate glass	150	30	33⅓	10-11		3.25
Powder	1,008	65	100	8	.38-.45	
Railroad cars	84	86	100	10	.37½	
Plate tin	349	61	100	11½	.38	
Refrigerators	497	56	100	10	.30-.32	
Rifles	500	1,500	100	10	.35-.37½	
Rivets and nuts	107	58	95	10½	.35	
Shells	50	50	100	10	.42	
Do	200	90	100	10	.37½	
Do	950	40	97	10	.35	
Sheet copper	150	60	100	9		3.45
Shipbuilding	319	78	100	10		3.50
Soap	171	81	(1)	8		2.80
Steel	7	26	100	12	.30	
Do	35	30	100	10		3.45-3.90
Do	35	30	100	10	.60	
Do	50	50	100	10	.40	
Do	76	114	100	8		4.50
Do	100	30	95	10		4.00
Do	130	75	100	10	.35-.48	
Do	150	50	100	10		4.40
Do	334	32	85	10½	.38	
Do	340	40	80	10	.38	
Do	470	425	100	10½	.40	
Do	500	150	98	12	.38	
Do	940	77	100	12		4.14
Do	701	344	100	10	.38	
Do	1,242	543	90	9		3.45
Do	3,000	400	100	10	.38	
Steel castings	8	32	100	9½	.34-.40	
Do	70	45	100	9		3.15
Steel goods	350	31	75	10½	.38	
Steel hooks	600	165	100	11½	.38	
Steel plates	257	296	100	10		3.20-3.84
Do	7,750	850	87	10	.35	
Sugar	710	220	100	8-10		3.28-3.80
Tires	725	20	100	10		3.50
Tools	500	25	100	11½		4.37
Warehouses	400	325	100	8	.35	
Wire	650	25	75	10	.38	
RHODE ISLAND.						
Linters	92	196	100	8	$0.32	
SOUTH CAROLINA.						
Lumber	55	190	3	10		$2.00-2.50
Do	10	125	45	10	$0.25-.30	
Do	29	218	100	10		

[1] No figures available.

TABLE 1.—*Unskilled white and Negro male workers in selected typical war industries employing 25 or more Negros, with reported percentage of war work of each enterprise hours, and wage rate, by States, 1918*—Continued.

TENNESSEE.

Kind of industry of individual enterprise.	Number of unskilled workers.		Percentage of war work in which workers were engaged at plant.	Number of hours in working day.	Rate of wages.	
	White.	Negro.			Per hour.	Per day.
1	2	3	4	5	6	6
Aluminum	287	267	100	10	.....	$2.25–2.50
Boxes	187	188	75	11	.....	[2] 1.75
Brake shoes	4	154	100	10	.....	2.40–3.00
Cement	154	120	100	10	$0.25	.....
Chemicals	10	100	100	10	(1)	(1)
Foundry	130	120	100	10	.....	2.50
Iron	375	100	85	8	.30–.38	.....
Do	525	375	100	10	.....	2.50–3.00
Do	900	600	98	8	.30–.40	.....
Planing mill	143	69	95	10	.....	2.50
Shells	550	250	100	8	.30–.40	.....

[1] No figures available. [2] With board.

TEXAS.

Bridges	300	30	100	10	$0.30–.40	.....
Iron	6	45	100	9	.30–.33½	.....
Lumber	75	70	100	10	.....	$2.50–6.00
Do	40	120	100	10	.....	2.75
Shipbuilding	40	80	100	11	.30	.....

VIRGINIA.

Ammunition boxes	25	125	100	10	.....	$3.85
Cement	100	50	70	10	.....	3.50–5.00
Chains	1	40	100	10	$0.35	.....
Chemicals	250	75	100	9	.35	.....
Do	.....	30	.....	10	.....	4.00
Commissary contractor	150	150	100	8	.....	2.50
Creosoted material	10	65	90	10	.35–.40	.....
Fertilizer	16	53	.....	10	.38½	.....
Do	30	30	.....	10	.....	4.00
Foundry	5	58	100	10	.35–.40	3.75
Do	12	54	90	10	.35	.....
Guncotton	1,158	5,233	100	8	.35–.44	.....
Houses	80	204	100	11	.35–.40	.....
Land and gravel	10	40	100	11	.....	3.00
Lime	57	35	95	10	.....	2.50
Lumber	116	49	78	10	.....	3.25–4.25
Do	200	75	75	9	.....	3.00–4.00
Do	(1)	30	58	9	.....	3.00
Paving	(1)	250	100	10	.....	3.85
Pig iron	5	85	100	12	.....	2.75
Pipe	70	75	70	10	.....	2.00–5.00
Shell loading	870	1,336	100	8	.....	3.84
Tobacco	475	275	25	10	.35	.....

[1] No figures available.

To ascertain more definitely and more in detail facts needed in understand the problems involved in the Negro's new relation to industry, the Inspection and Investigation Service undertook an intensive study of several basic industries employing Negroes in 1918–19. Mr. Byron K. Armstrong and two other investigators were sent to visit establishments that were employing perhaps large numbers of Negroes. The study had to be discontinued before completion

because the service under which it was being made was abolished after failure of appropriations. The data, therefore, covers only a few plants in Illinois, Ohio, and Pennsylvania and does not include other States as originally planned. The conclusions that might have been drawn, therefore, will necessarily be deferred until further data is available.

The facts and figures that were secured, however, are illuminating and instructive. The table which follows below (Table II) gives the details as to kinds of occupations, the average number of hours worked per week, the average earnings per week, and the average earnings per hour of 4,260 white men and 2,722 Negro men in 194 occupations in 23 establishments, for six basic industries—foundries, slaughtering and meat packing, automobiles, coke ovens, iron and steel and their products, and glass manufacturing. A supplement to this table (Table II) gives similar figures for 153 white and 83 Negro women in slaughtering and meat packing.

The occupations shown in these two tables have been classified as skilled, semiskilled, and unskilled. This classification, to be sure, is uncertain and open to serious question but is the best designation feasible under our present lack of occupational analysis.

The Bureau of Labor Statistics, Department of Labor, says in its introductory statement to the first report on its "Description of Occupations":

> These descriptions of occupations are based on investigations, including private interviews and correspondence, extending over practically the entire United States. The one outstanding fact coming from this investigation is that there are no standards or generally accepted occupational names or definitions.

The classification in the tables given below, however, were made as carefully as possible, with the assistance of the employment experts of the plants visited, upon the basis of descriptions of the actual processes the worker performed. They are not presented as conclusive, but only as indicative of the standards in proficiency required and pay received for such work. Some occupations, "carpenters" for instance, have been classed as unskilled or semiskilled that on first consideration might be otherwise listed. This has been done in line with the classification of work into grades and placing the work done in a particular establishment in the class that seems most indicative of its grade.

Two comparisons from Table II—the average hourly earnings of Negro workers and the average number of hours worked per week—call for comment. There were 85 occupations in which 5 or more Negro men and 5 or more white men each were engaged in the 23 plants. Of these occupations 8 were classified as skilled, 25 were classified as semiskilled, and 52 were classified as unskilled.

For purposes of these comparisons on the average hours worked per week and average hourly earnings of this table some cases of the same occupations in which five or more Negro workers and five or more white workers were employed were reckoned as a different unit of comparison of hours and of wages. The average number of hours worked per week and the average weekly earnings are based upon figures taken from the official records of each establishment.

The foundries were the only plants that employed any considerable number of Negroes in skilled occupations. In 6 foundries there were 6 units of comparison in skilled occupations on the basis here de-

scribed; meat packing and slaughtering establishments reported only 1 such unit of comparison in skilled occupations; 5 automobile establishments reported no skilled occupations in which 5 or more Negroes were employed; coke oven (1 establishment (and glass manufacturing (1 establishment) had no skilled occupations in which 5 or more Negroes were employed and only 1 out of 8 iron and steel plants reported 1 skilled occupation which has a basis for such unit of comparison.

The fact that foundries have such a large representation of Negroes in skilled occupations may be explained partly because Negroes have probably had longer industrial experience in this industry than the other occupations listed, except possibly coke ovens. In the table only 1 coke oven establishment is included, so a comparison can not be made. In the South, for more than a generation foundries have employed Negroes as molders and in other skilled and semiskilled work. When Negro workers migrated North, this was the line in which many of them had good skill and long experience. Their nonappearance in skilled occupations in iron and steel plants may be partly because their entrance in large numbers into these plants was to replace immigrant and foreign-born laborers who were doing mainly semiskilled and unskilled work, partly because of the small proportion of skilled work in the industry, partly because some organized crafts in the industry were opposed to the employment of Negroes in their trade, and partly because not a great many Negroes possessed necessary training and experience to quality for skilled work in this field.

Taking such comparisons of skilled units in the foundries which were studied, Negro workers showed a higher average number of hours worked per week than white workers in 3 units and a higher average earnings per hour in 1 unit. In 3 units Negro workers showed a lower average number of hours worked per week than white workers and in 5 units a lower average of earnings per hour than white workers.

In the one unit of comparison of skilled occupations in slaughtering and meat-packing establishments Negro workers showed a higher average number of hours worked per week and a higher average of earnings per hour than white workers. In the 1 unit of comparison of skilled occupations in the iron and steel industry the Negro workers showed a lower average number of hours worked per week and lower average earnings per hour than white workers.

Turning to units of comparison for occupations classed as semiskilled in 5 foundries Negro workers showed a higher average number of hours worked per week than white workers in 3 units and a higher average earnings per hour in 3 units. Negro workers made a lower average number of hours worked than white workers in 2 units and a lower average earnings per hour in 2 units. In slaughtering and meat packing, in 1 unit of comparison of semiskilled occupations, Negro workers made a higher average number of hours worked and a higher average earnings per hour than white workers.

In automobile establishments in 6 units of comparison of semiskilled occupations, Negro workers showed the same average number of hours worked as white workmen in 6 units and the same average

earnings per hour in 6 units. In the coke ovens establishment, Negro workers showed a higher average number of hours than white workers in 1 unit and a higher average earnings per hour in 1 unit; a lower average number of hours worked than white workers in 2 units and a lower average earnings per hour in 2 units. In iron and steel plants Negro workers showed a higher average number of hours worked than white workers in 3 units of semiskilled occupations and a higher average earnings per hour in 2 units; a lower average number of hours than white workers in 1 unit and a lower average earnings per hour in 1 unit. Negro workers showed the same average number of hours worked per week as white workers in 6 units and the same average earnings per week in 7 units. In glass manufacture Negro workers showed a lower average number of hours worked in 1 unit of semiskilled occupations and a lower average hourly earnings in 1 unit of comparison.

Taking the semiskilled group as a whole for all establishments employing 5 or more Negro workers and 5 or more white workers, there are 25 units of comparison. These show that Negro workers had a higher average number of hours worked per week than white workers in 8 units and a higher average earnings per hour in 7 units, about one-third in each. Negro workers showed a lower average number of hours worked per week than white workers in 6 units and a lower average earnings per hour in 6 units, one-fourth in each. Negro workers showed the same average number of hours worked per week as white workers in 12 units and the same average earnings per hour in 13 units.

The occupations classed as unskilled furnish the largest number of units of comparison—52 in all. In the foundries Negro workers showed a higher average number of hours worked per week than white workers in six units and a higher average earnings per hour in five units. They showed a lower average number of hours worked per week than white workers in two units, a lower average earnings per hour in four units, and the same average number of hours worked per week as white workers in one unit. In slaughtering and meat packing Negro workers made a higher average number of hours worked per week than white workers in four units of unskilled occupations and a higher average earnings per hour in two units. They showed a lower average number of hours worked than white workers in four units and a lower average earnings per hour in six units.

In automobile establishments Negro workers showed the same average number of hours worked as white workers and the same average earnings per week in seven units of unskilled occupations. At the coke ovens plant Negro workers showed a higher average number of hours worked per week than white workers in seven units and a higher average earnings per hour in five units. They showed a lower average number of hours worked per week than white workers in four units and lower average earnings per hour than white workers in six units.

In the iron and steel industries Negro workers made a higher average number of hours worked per week than white workers in four units and a higher average earnings per hour in six units of unskilled occupations. They showed a lower average hours worked per week than white workers in six units and a lower average earnings per week than white workers in four units. They showed the

same average number of hours worked per week as white workers in five units and the same average earnings per week as white workers in five units. In the glass manufacturing establishment Negro workers showed a higher average number of hours worked per week than white workers and a lower average earnings per week than white workers in two units of comparison of unskilled occupations.

Taking the 52 units of comparison of unskilled occupations as a whole, Negro workers showed a higher average number of hours worked per week than white workers in 23 units, nearly one-half of the total and a higher average earnings per week in 18 units, a little more than one-third of the total number. They showed a lower average number of hours worked per week than white workers in 16 units, or a little less than one-third of the total number, and a lower average earnings per hour in 22 units or more than two-fifths of the total number. Negro workers showed the same average number of hours worked per week as white workers in 13 units, or about one-fourth of the total number, and the same average earnings per week week as white workers in 12 units of unskilled occupations, or less than one-fourth of the total number.

To sum up the comparison of unskilled units, Negro workers showed a higher average number of hours than white workers in nearly one-half of the total number of units of comparison, a lower average number of hours worked per week in a little less than one-third of the total number, and the same average number of hours worked per week in about one-fourth of the total number of units. The Negro workers showed a higher average earnings per week than white workers in a little more than one-third of the total number of units; a lower average weekly earnings in more than two-fifths of the total number of units, and the same average earnings per week as white workers in less than one-fourth of the total number of units of white and Negro workers compared in unskilled occupations.

Taking the total 85 units of comparison for the three classifications of skilled, semiskilled, and unskilled occupations in all the establishments, the Negro workers showed a higher average number of hours worked per week than white workers in 35 units, or considerably more than one-third of the total number of units; a lower average number of hours worked per week in 26 units, or less than one-third, and the same average number of hours worked per week as white workers in 25 units, or less than one-third of the total units of comparison.

Negro workers showed higher average earnings per hour than white workers in 28 units, or about one-third of the total number of units of comparison in the three classes of occupations; they showed lower average earnings per week in 34 units, or considerably more than one-third of the total; and the same average earnings per week in 25 units, or somewhat less than one-third of the total number of units of comparison in all the occupations listed.

The figures in detail of Table II, showing classification of occupations, the number of white and Negro employees, and the average number of hours of work per week and the average earnings per week and per hour of white and Negro workers in the specified occupations follows:

TABLE II.—*Comparative table of "average hours of work" and "average earnings" of of male white and Negro employees engaged in specified occupations of six basic industries—1918–19.*

[S, skilled; S-S, semiskilled; Un-S, unskilled.]

Establishment No.	Occupation.	Kind of occupation.	Number of employees.		Average number of hours worked per week.		Average earnings per week.		Average earnings per hour.	
			White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
	FOUNDRY (IRON AND STEEL).									
1	Carpenters	S-S	1	1	59.00	38.00	$23.60	$15.20	$0.000	$0.4000
	Furnace men	S-S	1	11	67.75	62.00	28.79	26.47	.4249	.4269
	Grinders	S-S	16	7	40.65	45.40	15.49	17.71	.3811	.3900
	Laborers	Un-S	78	233	48.55	46.95	17.41	19.08	.3585	.4063
	Millwrights	S	1	1	58.75	58.25	26.44	24.76	.4500	.4250
	Molders	S-S	12	11	52.75	48.15	30.22	24.88	.5728	.5167
2	Core makers	S	7	1	54.30	56.00	28.44	30.38	.5237	.5425
	Chippers	S-S	10	1	43.30	53.00	22.98	25.18	.5307	.4751
	Electric welders	S	3	1	57.30	57.00	38.63	39.90	.6742	.7000
	Grinders	S-S	2	5	48.50	44.90	27.39	24.08	.5647	.5363
	Laborers	Un-S	29	59	58.30	58.70	24.70	24.54	.4237	.4181
3	do	Un-S	42	35	68.20	68.65	23.96	23.56	.3513	.3432
	Molders	S	140	38	51.50	47.20	25.23	22.09	.4899	.4680
	Core makers	S	24	24	47.70	55.60	31.12	29.24	.6524	.5259
	Molders [1]	S	29	24	49.20	53.30	28.53	30.99	.5799	.5814
	do.[1]	S	16	8	50.80	50.85	28.71	27.78	.5652	.5463
5	Laborers	Un-S	62	69	48.40	43.30	24.91	21.79	.5147	.5032
	Molders	S	33	35	47.90	45.40	28.44	24.35	.5944	.5363
5A	Carpenters	S-S	45	2	50.40	48.10	26.29	23.71	.5216	.4929
	Casting chippers	S-S	5	69	38.10	48.40	14.97	19.10	.3929	.3946
	Casting cleaners	Un-S	5	32	40.30	50.60	15.21	20.82	.3774	.4115
	Core-room helpers	S-S	6	6	35.30	40.00	12.05	14.87	.3414	.3717
	Craters	S-S	26	1	42.50	28.50	17.56	9.23	.4132	.3239
	Cupola helpers	S-S	1	7	35.20	52.90	13.83	22.77	.3929	.4304
	Floor molders	S	24	11	40.80	37.60	25.38	21.54	.6221	.5729
	Foundry helpers	S-S	12	17	31.00	41.90	11.78	15.76	.3800	.3761
	Helpers	Un-S	6	6	42.70	52.20	17.27	20.43	.4404	.3914
	Janitors	Un-S	3	5	50.00	44.80	18.24	15.33	.3648	.3422
	Laborers	Un-S	40	19	43.00	43.00	17.74	18.75	.4126	.4360
	Oven tenders	S-S	2	2	43.10	51.50	20.39	20.07	.4731	.3897
	Sweepers	Un-S	26	10	45.50	55.90	14.50	19.02	.3187	.3403
	Yardmen	Un-S	2	1	51.00	51.00	16.95	12.67	.3324	.2484
5B	Chippers	S-S	17	3	[2] 60.25	[2] 65.00	[2] 31.85	[2] 47.50	.5287	.7308
	Cub molders	S-S	1	8	58.50	56.80	27.19	28.34	.4648	.4990
	Cupola men	S-S	2	4	65.00	62.60	31.00	27.71	.4769	.4427
	Japanners	S-S	3	1	[2] 58.50	[2] 58.50	[2] 32.74	[2] 32.85	.5597	.5615
	Laborers	Un-S	37	7	[2] 56.30	[2] 63.05	[2] 23.18	[2] 25.98	.4117	.4121
	Molders	S	54	3	[2] 50.50	[2] 39.65	[2] 35.89	[2] 29.19	.7107	.7362
	Molders' apprentices	Un-S	2	6	[2] 62.50	[2] 55.40	[2] 25.00	[2] 26.88	.4000	.4851
	Molders' helpers	S-S	16	13	[2] 64.80	[2] 54.25	[2] 29.12	[2] 26.31	.4494	.4850
	Shake-out men	S-S	1	6	[2] 37.50	[2] 33.35	[2] 37.21	[2] 34.63	.9922	1.0383
	SLAUGHTERING AND MEAT PACKING.									
6	Backers	S	4	2	68.20	71.50	49.44	51.84	.7249	.7264
	Brinze trimmers	S	3	1	67.50	67.50	30.04	30.04	.4450	.4450
	Caul pullers	S	2	1	64.50	54.80	31.92	27.10	.4949	.4945
	Droppers (hoist)	Un-S	1	6	67.50	65.50	29.03	28.18	.4301	.4302
	Fell beaters	S	1	1	74.00	74.00	32.93	32.93	.4450	.4450
	Gutters	S	1	3	67.50	67.70	33.75	33.88	.5000	.5004
	Headers	S	3	1	51.20	59.80	29.17	34.06	.5697	.5696
	Knockers	S	1	2	68.50	68.50	32.54	31.85	.4750	.4650
	Laborers	Un-S	18	27	68.90	70.60	27.57	28.24	.4001	.4000
	Leg breakers	S	2	5	67.50	62.90	32.07	29.88	.4751	.4827
	Pritchers-up	Un-S	1	1	64.00	67.50	27.52	29.03	4300	.4301
	Rumpers	S	4	1	67.90	69.80	45.18	35.93	.6654	.5148
	Rump sawyers	S	1	1	67.50	68.00	33.75	34.00	.5000	.5000
	Splitters	S	5	1	67.50	67.50	53.67	53.67	.7951	.7951
	Switchers-on rail	Un-S	5	2	79.50	69.00	34.19	30.95	.4301	.4485
	Truckers	S-S	2	14	55.50	63.90	23.87	27.48	.4301	.4300
	Beef casings:									
	Gutrunners	S	2	1	70.90	67.50	36.85	35.10	.5197	.5200
	Laborers	Un-S	3	11	64.20	71.50	25.68	28.59	.4000	.3999
	Machinemen	S-S	5	1	74.60	67.50	32.08	29.03	.4300	.4301
	Strippers	S	1	3	67.50	69.50	30.72	31.63	.4551	.4551

[1] Different types of molders.

[2] Compiled on a piecework basis.

TABLE II.—*Comparative table of "average hours of work" and "average earnings" of male white and Negro employees engaged in specified occupations of six basic industries—1918–19*—Continued.

[S, skilled; S-S, semiskilled; Un-S, unskilled.]

Establishment No.	Occupation.	Kind of occupation.	Number of employees.		Average number of hours worked per week.		Average earnings per week.		Average earnings per hour.	
			White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
	SLAUGHTERING AND MEAT PACKING—con.									
6	Dry salt:									
	Dippers	S-S	1	1	66.50	46.30	28.60	19.88	.4301	.4294
	Graders	S-S	2	1	76.90	51.30	33.05	22.02	.4298	.4292
	Nailers	Un-S	5	1	56.30	67.00	23.37	28.81	.4151	.4300
	Packers	Un-S	3	2	52.20	58.30	22.70	25.05	.4349	.4297
	Piers	Un-S	5	5	62.90	63.90	27.02	27.09	.4296	.4239
	Rubbers	Un-S	5	5	64.70	59.90	26.85	24.83	.4150	.4145
	Truckers	Un-S	12	12	65.50	61.30	26.20	24.53	.4000	.4002
	Hog heads:									
	Laborers	Un-S	3	4	57.20	68.00	22.87	27.20	.3998	.4000
	Skin heads	S	1	1	61.10	61.10	27.20	27.20	.4452	.4452
	Hog killing:									
	Laborers	Un-S	24	32	72.30	62.30	28.94	24.92	.4003	.4000
	Shave sides	S	1	2	57.40	57.40	26.10	26.10	.4547	.4547
	Snatchers	S	1	1	97.00	97.00	44.59	44.72	.4597	.4610
	Sausage-making:									
	Laborers	Un-S	36	2	47.80	69.20	19.12	27.67	.4000	.3999
7	Beef killing:									
	Backers	S	2	2	66.00	66.00	52.20	52.20	.7909	.7909
	Fell beaters	S	2	2	66.00	66.00	31.68	31.68	.4800	.4800
	Fell cutters	S	2	1	59.80	66.00	33.60	37.08	.5619	.5618
	Foot skinners	S	3	2	62.30	43.00	30.26	20.68	.4857	.4809
	Gullet raisers	S-S	1	2	53.50	65.80	24.54	31.18	.4587	.4739
	Gutters	S	2	2	66.00	64.50	36.00	35.00	.5455	.5426
	Headers	S	1	6	65.00	64.20	40.18	39.76	.6181	.6193
	Knockers	S	2	2	66.00	66.00	33.48	33.48	.5073	.5073
	Laborers	Un-S	20	18	56.20	54.80	24.83	23.83	.4347	.4349
	Rag breakers	S	4	6	46.40	62.50	24.10	32.48	.5194	.5197
	Rump sawyers	S	3	3	47.30	65.80	25.75	35.89	.5444	.5454
	Splitters	S	1	3	66.00	66.00	57.24	57.24	.8673	.8673
	Repair department:									
	Steamfitters	S	52	13	65.70	72.60	37.68	41.76	.5735	.5752
8	Canning department (bacon):									
	Butchers	S-S	3	11	57.70	56.90	25.89	25.83	.4487	.4540
	Laborers	Un-S	100	84	58.40	59.10	25.21	25.45	.4317	.4306
	Nailers	S-S	41	2	56.30	51.50	24.85	22.80	.4414	.4427
9	Beef coolers:									
	Knifemen	S-S	14	13	64.80	67.80	27.33	29.11	.4218	.4294
	Laborers	Un-S	20	34	58.70	59.90	23.41	23.88	.3988	.3987
	Pieceworkers	S	3	4	61.30	47.90	48.00	30.83	.7830	.6436
	AUTOMOBILES.									
10	Boiler room	S-S	6	4	50.00	50.00	22.57	22.57	.4514	.4514
	Connecting rod department.	S-S	25	1	50.00	50.00	30.00	22.80	.6000	.4560
	Enamel rubbers	S-S	16	4	50.00	50.00	35.75	24.75	.7150	.4950
	Lathe department	S-S	60	1	50.00	50.00	30.00	30.00	.6000	.6000
	Machine shop	S-S	8	1	50.00	50.00	30.00	30.00	.6000	.6000
	Motor assembling	S-S	30	1	50.00	50.00	38.75	38.75	.7750	.7750
	Piston department	S-S	30	1	50.00	50.00	30.00	30.00	.6000	.6000
	Sand-blast room	Un-S	9	2	50.00	50.00	33.00	33.00	.6600	.6600
	Stock tracers	Un-S	15	4	50.00	50.00	20.79	20.79	.4158	.4158
11	Core makers	S	6	2	55.00	55.00	33.55	33.55	.6100	.6100
	do	S-S	25	25	55.00	55.00	28.60	28.60	.5200	.5200
	Heaters	S-S	22	45	55.00	55.00	26.40	26.40	.4800	.4800
	Inside laborers	Un-S	128	136	55.00	55.00	24.20	24.20	.4400	.4400
	Janitors	Un-S	20	109	55.00	55.00	23.10	23.10	.4200	.4200
	Stock handlers	Un-S	73	14	55.00	55.00	26.40	26.40	.4800	.4800
	Truck drivers	S-S	19	3	55.00	55.00	26.40	26.40	.4800	.4800
	Truckers	S-S	24	134	55.00	55.00	23.10	23.10	.4200	.4200
12	Chippers	Un-S	8	12	55.00	55.00	26.40	26.40	.4800	.4800
	Machine molders	S-S	54	15	55.00	55.00	33.00	33.00	.6000	.6000
	Grinders	Un-S	10	4	55.00	55.00	26.40	26.40	.4800	.4800
	Mold rammers	S-S	25	25	55.00	55.00	33.00	33.00	.6000	.6000
	Molders	S	6	3	55.00	55.00	44.00	44.00	.8000	.8000
13	Janitors	Un-S	10	20	50.00	50.00	22.50	22.50	.4500	.4500
	Laborers	Un-S	80	40	50.00	50.00	22.50	22.50	.4500	.4500
	Sweepers	Un-S	50	65	50.00	50.00	22.50	22.50	.4500	.4500
	Truckers	S-S	100	60	50.00	50.00	22.50	22.50	.4500	.4500

TABLE II.—*Comparative table of "average hours of work" and "average earnings" of male white and Negro employees engaged in specified occupations of six basic industries—1918–19*—Continued.

[S, skilled; S-S, semiskilled; Un-S, unskilled.]

Establishment No.	Occupation.	Kind of occupation.	Number of employees.		Average number of hours worked per week.		Average earnings per week.		Average earnings per hour.	
			White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
	COKE OVENS.[3]									
14	Battery-door hoisters	S-S	10	6	[3] 144.90	[3] 131.30	[3] 71.12	[3] 64.17	.4908	.4887
	Battery-house laborers.	Un-S	11	6	[3] 161.70	[3] 150.00	[3] 77.25	[3] 70.76	.4777	.4717
	Battery laborers	Un-S	11	17	[3] 150.30	[3] 156.50	[3] 68.88	[3] 73.04	.4582	.4668
	By-product labor	Un-S	15	26	[3] 139.60	[3] 149.50	[3] 65.73	[3] 70.70	.4708	.4729
	Coal unloaders	Un-S	46	16	[3] 163.20	[3] 163.80	[3] 80.32	[3] 75.58	.4922	.4614
	Coke loaders	Un-S	9	1	[3] 142.60	[3] 167.50	[3] 68.62	[3] 85.52	.4812	.5106
	Crane engineers	S	3	2	[3] 156.00	[3] 155.00	[3] 96.30	[3] 92.75	.6173	.5984
	Door cleaners	Un-S	6	1	[3] 165.90	[3] 143.00	[3] 78.38	[3] 67.72	.4638	.4736
	Dryermen	Un-S	20	6	[3] 151.70	[3] 161.70	[3] 73.01	[3] 77.03	.4813	.4764
	Firemen	Un-S	1	25	[3] 180.00	[3] 152.70	[3] 87.50	[3] 74.24	.4861	.4862
	Foremen	S	2	1	[3] 156.00	[3] 168.00	[3] 98.58	[3] 104.43	.6319	.6216
	Gas tenders	Un-S	5	13	[3] 158.10	[3] 153.20	[3] 80.10	[3] 77.41	.5066	.5053
	Laborers	Un-S	149	36	[3] 149.80	[3] 143.00	[3] 76.55	[3] 79.08	.5110	.5530
	Larrymen	S-S	5	15	[3] 108.50	[3] 155.20	[3] 53.17	[3] 76.08	.4900	.4902
	Lidsmen	Un-S	5	20	[3] 160.70	[3] 156.20	[3] 77.36	[3] 75.07	.4814	.4806
	Luttermen	Un-S	31	13	[3] 152.20	[3] 157.60	[3] 73.44	[3] 75.90	.4825	.4816
	Patchers	Un-S	12	1	[3] 148.00	[3] 144.00	[3] 69.81	[3] 68.04	.4717	.4725
	Pencilmen	Un-S	30	9	[3] 142.50	[3] 154.90	[3] 66.35	[3] 72.92	.4656	.4708
	Pushers	S-S	12	1	[3] 158.30	[3] 167.50	[3] 77.70	[3] 82.16	.4908	.4905
	Salt wheelers	Un-S	6	2	[3] 133.30	[3] 134.00	[3] 63.29	[3] 72.18	.4748	.5387
	Standpipe men	Un-S	5	16	[3] 160.70	[3] 144.60	[3] 77.21	[3] 69.92	.4807	.4835
	Sulphate laborers	Un-S	30	3	[3] 140.90	[3] 164.00	[3] 66.30	[3] 77.24	.4736	.4710
	Water tenders	S-S	3	1	[3] 175.00	[3] 180.00	[3] 94.27	[3] 97.12	.5387	.5396
	IRON AND STEEL AND THEIR PRODUCTS.									
	Transportation:									
	Switchmen	S	45	12	74.35	72.40	41.56	40.47	.5590	.5589
	Plate mill:									
	Cindersnappers	Un-S	3	1	78.00	60.00	39.06	30.04	.5007	.5057
	Hookers	Un-S	2	1	66.00	68.00	31.44	32.16	.4764	.4726
	Laborers	Un-S	17	1	67.85	70.00	31.51	30.13	.4644	.4304
	Pusher	Un-S	5	5	73.40	75.80	51.72	51.68	.7046	.6811
	Scrapmen	Un-S	12	15	74.20	74.45	51.99	51.33	.7007	.6894
	Shear helpers	Un-S	22	23	77.55	71.05	52.00	50.47	.6705	.7103
	Blast furnace:									
	Cinder laborers	Un-S	36	3	72.35	64.00	35.52	31.42	.4909	.4909
	First helpers	S-S	21	18	69.75	61.90	34.14	30.31	.4895	.4896
	Handymen	Un-S	1	6	78.00	73.80	45.05	42.25	.5775	.5725
	Keepers, furnace	S	18	4	73.75	75.00	40.73	41.20	.5523	.5493
	Laborers	Un-S	121	20	64.50	62.65	30.04	29.43	.4657	.4697
	Larrycar helper	Un-S	35	6	73.10	62.00	35.75	30.41	.4890	.4905
	Larrycar operators.	S-S	22	2	62.60	63.00	34.78	33.08	.5555	.5250
	Stockhouse laborers.	Un-S	3	6	54.00	48.85	25.91	22.85	.4798	.4678
15	Gas makers	S-S	1	10	67.00	69.70	24.74	25.59	.3693	.3671
	Laborers	Un-S	4	2	44.60	46.50	18.18	16.38	.4076	.3523
16	.....do	Un-S	212	146	81.55	69.55	33.99	35.57	.4168	.5114
	.....do	S-S	53	10	85.85	91.70	43.51	45.29	.5068	.4939
17	Car checkers	Un-S	2	1	62.25	50.00	29.13	19.95	.4680	.3990
	Furnacemen	Un-S	8	11	67.70	62.75	33.86	31.60	.5001	.5036
	Inspectors	S-S	15	2	61.40	61.40	30.71	32.69	.5002	.5324
	Laborers	Un-S	12	13	60.95	61.50	25.62	26.83	.4203	.4363
	Machine operators.	S-S	21	3	55.65	48.40	35.35	25.40	.6352	.5248
	Spring formers	S-S	21	4	63.05	37.55	54.19	33.00	.8595	.8788
18	Assemblers	S-S	74	1	50.00	50.00	22.50	22.50	.4500	.4500
	Laborers	Un-S	19	20	50.00	50.00	20.00	20.00	.4000	.4000
	Machine hands	S	145	1	50.00	50.00	35.00	35.00	.7000	.7000
	Maintenance	S-S	55	20	50.00	50.00	22.50	22.50	.4500	.4500
	Picklers and sharers.	S-S	16	13	50.00	50.00	22.50	22.50	.4500	.4500
	Piercers	S-S	95	24	50.00	50.00	22.50	22.50	.4500	.4500

[3] Average number of hours and average earnings under this coke-oven schedule were available only for a period of 13 days, and it was impracticable, therefore, to try to estimate the weekly hours and earnings.

TABDE II.—*Comparative table of "average hours of work" and "average earnings" of male white and Negro employees engaged in specified occupations of six basic industries—1918-19*—Continued.

[S, skilled; S-S, semiskilled; Un-S, unskilled.]

Establishment No.	Occupation.	Kind of occupation.	Number of employees.		Average number of hours worked per week.		Average earnings per week.		Average earnings per hour.	
			White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
	IRON AND STEEL AND THEIR PRODUCTS—continued.									
	Blast furnace—Con.									
18	Punch press hands.	S-S...	16	1	50.00	50.00	22.50	22.50	.4500	.4500
	Punch press helpers.	Un-S.	46	17	50.00	50.00	20.00	20.00	.4000	.4000
	Stock handlers..	Un-S.	13	8	50.00	50.00	20.00	20.00	.4000	.4000
19	Hammermen's helpers.	S-S...	113	14	41.05	41.15	21.35	21.72	.5201	.5278
	Laborers (raw material).	Un-S.	57	23	52.60	49.25	21.33	19.93	.4055	.4047
20	Sweepers.....	Un-S.	2	7	47.00	53.60	15.82	16.84	.3367	.3142
	Truckers.....	S-S...	5	18	49.25	50.00	15.95	17.08	.3238	.3416
	Yardmen.....	Un-S.	6	47	55.30	62.45	17.98	19.39	.3251	.3105
21	Nutmakers.....	S-S...	3	2	53.50	53.50	25.47	25.47	.4750	.4750
	.....do.....	Un-S.	1	1	53.50	48.50	24.08	18.68	.4500	.3852
	Packing.....	S-S...	7	2	53.50	53.50	24.08	24.08	.4500	.4500
	Trimmers.....	S-S...	8	1	53.50	35.00	19.32	20.63	.3611	.5894
22	Coring.....	S-S...	29	6	53.00	53.00	22.79	22.79	.4300	.4300
	Forcing.....	Un-S.	47	28	53.00	53.00	22.79	22.79	.4300	.4300
	Furnace.....	S-S...	77	13	53.00	53.00	22.79	22.79	.4300	.4300
	Molding.....	S-S...	15	18	53.00	53.00	22.79	22.79	.4300	.4300
	Stock room.....	Un-S.	28	7	53.00	53.00	22.79	22.79	.4300	.4300
	MANUFACTURING GLASS.									
23	Keepers.....	Un-S.	30	16	48.80	49.60	14.75	14.09	.3023	.2841
	Packers.....	S-S...	27	11	53.20	50.70	16.72	15.08	.3143	.2974
	Producermen.....	S-S...	10	2	56.70	60.60	22.65	21.00	.3995	.3465
	Yard laborers.....	Un-S.	36	6	60.10	69.40	18.52	20.21	.3082	.2912

Comparative table of "average hours of work" and "average earnings" of female white and Negro employees engaged in specified occupations in the slaughtering and meat-packing industry.

Occupation.	Kind of occupation.	Number of employees.		Average number of hours worked per week.[1]		Average earnings per week.		Average earnings per hour.		Total "regular" hours per week.	
		White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
HOG-HEAD PREPARATION.											
Washers and trimmers.	Un-S.	7	7	57.4	57.4	19.50	19.50	.3397	.3397	48	48
SAUSAGE MANUFACTURING.											
Casings workers	Un-S.	9	12	48.8	49.1	15.09	14.96	.3092	.3047	48	48
Sausage-tying workers.	Un-S.	6	1	47.8	46.6	14.48	14.22	.3019	.3052	48	48
Stuffing-room workers.	Un-S.	20	13	50.5	46.7	16.87	16.04	.3341	.3436	48	48
CANNING DEPARTMENT (BACON).											
Bacon wipers	Un-S.	2	8	56.0	55.1	17.69	17.41	.3159	.3160	48	48
Can oilers	Un-S.	9	2	57.1	59.5	18.11	18.87	.3172	.3171	48	48
Can painters	Un-S.	9	2	52.3	36.0	34.11	22.36	.6522	.6211	48	48
Can wipers	Un-S.	36	19	52.0	57.3	16.78	18.16	.3166	.3169	48	48
Scalers	Un-S.	22	4	55.2	51.5	19.41	17.65	.3516	.3427	48	48
Solder droppers	Un-S.	6	3	50.6	56.2	17.99	17.80	.3180	.3167	48	48
Wrappers	Un-S.	27	12	51.2	56.5	16.20	17.86	.3164	.3161	48	48

[1] The additional number of hours in excess of 48 should be regarded as "overtime."

CHAPTER X.

TABLE III.—*Opinions of 38 employers of Negro workers showing the attitude of firms toward Negro labor, the opportunities for promotion, and opinion on comparative behavior of white and colored employees for 101,458 white and 6,857 colored employees,[1] 1918–19.*

	To what extent are Negroes admitted to skilled occupations?	Does the management recruit Negro skilled workmen locally or from distant points?	Does the management promote Negro workmen to the skilled ranks?	Is there equal opportunity for unskilled Negro workmen to learn semiskilled or skilled processes as white workmen?	Do the Negro workmen show ambition for advancement?	Is there any difference in the conduct and behavior of Negro and white workers in the plant?	What difference, if any, in the loss of materials due to defective workmanship between white and Negro employees?	What time is required to break in employees to the work and what difference, if any, exists between white and Negro workers?	Is there a Negro labor adviser? If so, what are the results of his advice?	Number of persons on the pay roll.		
										Total.	White.	Negro.
1	Full opportunity	Locally	Yes	Yes	No	Yes [2]	None	Equal time	No	118	51	67
2	Extent of ability [3]	do	Yes	Yes	Yes, small number.	No record	No comparison	No record	Yes, 3; no record.	506	239	267
3	Small extent	No record	Yes	Yes	Yes	No	No record	Two weeks, equal.	No	45	2	43
4	Same as whites	Locally	Yes	Yes	No	No	No difference	No difference	No	16	2	14
5	do	do	Yes	Yes	Yes	No	None	One week, equal.	No	23	10	13
6	Full extent [4]	do	Yes	Yes	Not as a whole.	No	No record	Varies, equal time.	Yes [5]	591	526	65
7	Same basis as white	do	Yes	Yes	Yes [6]	No	None	No difference	No	6,200	6,000	200
8	Skilled women, 135	do	Yes, women.	Yes	Yes	Yes [7]	do	Longer for colored.	No	6,200	6,000	200
9	To all except office work	do	Yes	Yes	Yes	Yes	do	No difference				
10	Small extent	do	Yes	Yes	Yes	No	No difference	About the same	No	84	42	42
11	To all occupations	No recruiting.	Yes	Yes	Yes	No	No record	No record	No			
12	To the majority	Locally	Yes	Yes [8]	Yes, a few	None	do	do	Yes; no record.	1,589	1,364	225
13	Extent of ability	do	Yes	Yes	Yes [10]	Yes [9]	None	Two weeks, equal.	No	1,326	1,320	6
14	According to ability	do	Yes	Yes	Yes, a few	No	do	No record	No	3,157	3,145	12
15	On the same basis	do	Yes	Yes	Yes	No	do	do	No	449	358	91
16	All branches	do	Yes	Yes	Not as a rule	No	do	do	No	4,826	4,553	273
17	None	do	Yes	Yes	Yes	No	do	No difference	No	8,396	7,719	677
18	do	do [11]	No discrimination.	Yes	Not in all cases	No	do	Less time for whites.	No	6,500	6,400	100
19	According to ability	do	Yes	Yes	Not as a rule	No	do	No difference	No	42,892	41,963	929

20	Butchers, only	do	Yes	Yes [12]	do	Yes [13]			No	99	38	61
21	Same as whites	do	Yes	Yes		Yes [14]	No record	Same time	No	3,300	1,920	1,280
22	No discrimination	do	Yes	Yes	Not generally	No	No difference	No record	No	700	593	107
23	do	do	Yes	Yes	do	No	None	do	No	807	740	67
24	Not at all	do	Yes, semi-skilled.	Yes	In some cases	No	do	No difference	No	560	518	42
25	No skilled Negroes	do [15]	Yes	Yes		No	No record	No record	No			
26	No discrimination	do	Yes	Yes	Yes	No	None	do	No	394	361	33
27		do	Yes, when efficient.	Yes	No	Yes [16]	No difference	Longer for colored.	No	51	34	17
28	Same as any other class	do	Yes	Yes			None	Equal time		6,346	5,231	1,115
29	Molders, only	do	No [17]	No	Yes	No	do	Depends upon person.	No			
30	Not as mechanics [18]	do	Yes	Yes	Same as whites	No	No difference	About the same	No	84	42	42
31	All except pattern making	do	Yes	Yes [19]	Yes	No	None	No difference	No	24	16	8
32	Only to molders	do	Yes, molders.	No	Yes	No	The same	About the same	No	107	70	37
33	According to ability	do	Yes	Yes	In rare cases	No	None	The same	No	7,850	7,510	340
34	Small extent only	None employed.	No	No	No	Yes [20]		Longer for Negroes.	No	277	201	76
35	None in skilled lines	Locally	Yes	Yes	Not as a rule	No	Greater for colored.		No	1,364	1,243	121
36	No limits	do	Yes	Yes	Some do	No	About the same	Same time, both	No	191	164	27
37	Semiskilled, only	do	Yes, semi-skilled.	Yes	Same as whites	No	do	do		117	23	94
38	None	None employed.	No	No	Not as a rule	No	do	No record	No	3,126	3,060	66
	Total									108,315	101,458	6,857

1 Approximate number.
2 Negroes are more inclined to loaf.
3 Except as to molders.
4 Except three trades, as to which the union members make objection.
5 Not known as such to the workers.
6 But not as much as might be wished for.
7 Negroes are late oftener and have poorer attendance records.
8 From the standpoint of the company, not from the standpoint of the workmen.
9 To a marked degree.
10 Negro workers "visit" quite a deal of the time.
11 Locally for ordinary labor; Negro skilled workmen not employed.
12 Butchers and meat curers.
13 Negro workers not as serious as white workers.
14 Conduct and behavior of Negro workers caused by high turnover.
15 Ordinary workmen.
16 Not as steady as whites.
17 Excepting molders and carpenters.
18 Because of labor troubles.
19 Excepting pattern making.
20 Negro men will not work steadily.

CHAPTER VII.

STATISTICS ON THE MEAT-PACKING AND STEEL INDUSTRIES.

One of the evidences of the growing importance of Negroes in northern industries is shown by the increasing percentage of Negroes employed in one or two of the large meat-packing establishments in Chicago during 1916, 1917, and 1918, and a steel company of Indiana Harbor for all the months of 1918.

In the first meat-packing company, beginning July 13, 1918, and running through to February 28, 1919, it is shown that at the beginning of this period there were 4,734 white employees, or 81.89 per cent, and 1,047 colored employees, or 18.11 per cent of the labor force. There were 796 white women, or 87.19 per cent, and 117 Negro women, or 12.81 per cent. At the close of the period there were 4,925 white employees, or 83.38 per cent, and 982 Negro employees, or 16.62 per cent of the total number, while there were 821 white women constituting 89.24 per cent, and 99 Negro women, or 10.76 per cent of the total number of employees. These figures indicate the increasing importance in numbers and percentage of Negro workers in the slaughtering and meat-packing industry, for the total number of white employees at the beginning of the period was 81.89 per cent and at the close 83.38 per cent and the number of Negro employees at the beginning of the period was 18.11 per cent and at the close 16.62 per cent. This shows that there was a slight reduction in the number of Negro employees, both male and female, during the period, but that the reduction was very slight, being slightly more than 1.5 per cent for Negro men and 2 per cent for Negro women, or a total reduction of 3.5 per cent of Negro employees.

The table following shows the details of the variation by weeks:

TABLE IV.—*Number of employees of the first meat-packing company, distributed by color and sex, for a period of 30 successive weeks, beginning July 13, 1918.*

Week No.	Total number of employees, white and colored, male and female.	Total number of employees, distributed by color.				Male employees.					Female employees.				
		White.	Per cent.	Colored.	Per cent.	Total.	White.	Per cent.	Colored.	Per cent.	Total.	White.	Per cent.	Colored.	Per cent.
1	5,781	4,734	81.89	1,047	18.11	4,868	3,938	80.90	930	19.10	913	796	87.19	117	12.81
2	5,792	4,714	81.39	1,078	18.61	4,916	3,953	80.41	963	19.59	876	761	86.87	115	13.13
3	5,802	4,762	82.07	1,040	17.93	4,832	3,906	80.84	926	19.16	970	856	88.25	114	11.75
4	5,840	4,716	80.75	1,124	19.25	4,853	3,883	80.01	970	19.99	987	833	84.40	154	15.60
5	5,995	4,887	81.52	1,108	18.48	4,912	3,969	80.80	943	19.20	1,083	918	84.76	165	15.24
6	5,937	4,860	81.86	1,077	18.14	4,883	3,962	81.14	921	18.86	1,054	898	85.20	156	14.80
7	6,036	4,883	80.89	1,153	19.11	4,874	3,922	80.47	952	19.53	1,162	961	82.70	201	17.30
8	5,981	4,873	81.47	1,108	18.53	4,907	3,968	80.86	939	19.14	1,074	905	84.26	169	15.74
9	5,916	4,810	81.30	1,106	18.70	4,820	3,893	80.77	927	19.23	1,096	917	83.67	179	16.33
10	5,919	4,864	82.18	1,055	17.82	4,800	3,920	81.67	880	18.33	1,119	944	84.36	175	15.64
11	5,826	4,824	82.80	1,002	17.20	4,765	3,924	82.35	841	17.65	1,061	900	84.83	161	15.17
12	5,852	4,826	82.47	1,026	17.53	4,743	3,956	81.68	887	18.32	1,009	870	86.22	139	13.78
13	5,844	4,865	83.25	979	16.75	4,880	3,921	82.03	859	17.97	1,064	944	88.72	120	11.28
14	5,753	4,775	83.00	978	17.00	4,721	3,868	81.93	853	18.07	1,032	907	87.89	125	12.11
15	5,445	4,490	82.46	955	17.54	4,471	3,650	81.64	821	18.36	974	840	86.24	134	13.76
16	5,570	4,623	83.00	947	17.00	4,548	3,725	81.90	823	18.10	1,022	898	87.87	124	12.13
17	5,787	4,779	82.58	1,008	17.42	4,680	3,818	81.58	862	18.42	1,107	961	86.81	146	13.19
18	5,803	4,771	82.22	1,032	17.78	4,735	3,855	81.41	880	18.59	1,068	916	85.77	152	14.23
19	5,785	4,744	82.01	1,041	17.99	4,729	3,834	81.07	895	18.93	1,056	910	86.17	146	13.83
20	6,115	4,994	81.67	1,121	18.33	4,950	3,970	80.20	980	19.80	1,165	1,024	87.90	141	12.10
21	6,045	4,916	81.32	1,129	18.68	4,977	3,981	79.99	996	20.01	1,068	935	87.55	133	12.45
22	6,319	5,134	81.25	1,185	18.75	5,283	4,232	80.11	1,051	19.89	1,036	902	87.07	134	12.93
23	6,360	5,166	81.23	1,194	18.77	5,343	4,281	80.12	1,062	19.88	1,017	885	87.02	132	12.98
24	6,565	5,369	81.78	1,196	18.22	5,499	4,440	80.74	1,059	19.26	1,066	929	87.15	137	12.85
25	6,346	5,231	82.43	1,115	17.57	5,315	4,334	81.54	981	18.46	1,031	897	87.00	134	13.00
26	6,380	5,239	82.12	1,141	17.88	5,355	4,349	81.21	1,006	18.79	1,025	890	86.83	135	13.17
27	6,362	5,284	83.06	1,078	16.94	5,374	4,420	82.25	954	17.75	988	864	87.45	124	12.55
28	6,372	5,311	83.35	1,061	16.65	5,409	4,463	82.51	946	17.49	963	848	88.06	115	11.94
29	6,180	5,052	81.75	1,128	18.25	5,153	4,215	81.80	938	18.20	1,027	837	81.50	190	18.50
30	5,907	4,925	83.38	982	16.62	4,987	4,104	82.29	883	17.71	920	821	89.24	99	10.76

The figures of the second meat-packing company give a very much larger showing of the increasing use of Negro employees in this plant, one of the largest in the industry. At the beginning of the period, January, 1916, to February, 1919, or a period of 159 weeks, the plant was employing a total of 8,361 employees. Of these, 8,050, or 96.28 per cent, were white and 311, or 3.72 per cent, were colored. The figures cover the period just preceding the entrance of the United States into the war, the entire period during which our country was at war, and the three months following the signing of the armistice. The total number of employees of this firm gradually increased until it reached the mark of 16,989 employees during the last week in November, 1918, and 17,434 during the third week of December, 1918. The number of colored employees, however, increased more rapidly in proportion than the number of white employees, reaching a maximum of 24.09 per cent of the total in March, 1918, and ranging from that time on between 17 and 21 per cent of the total. At the close of the period, February, 1919, the firm was employing 13,928, or 79.03 per cent of the total, and 2,805, or 20.07 per cent, colored employees. This shows a proportionate increase, nearly fivefold, in the number of Negro employees.

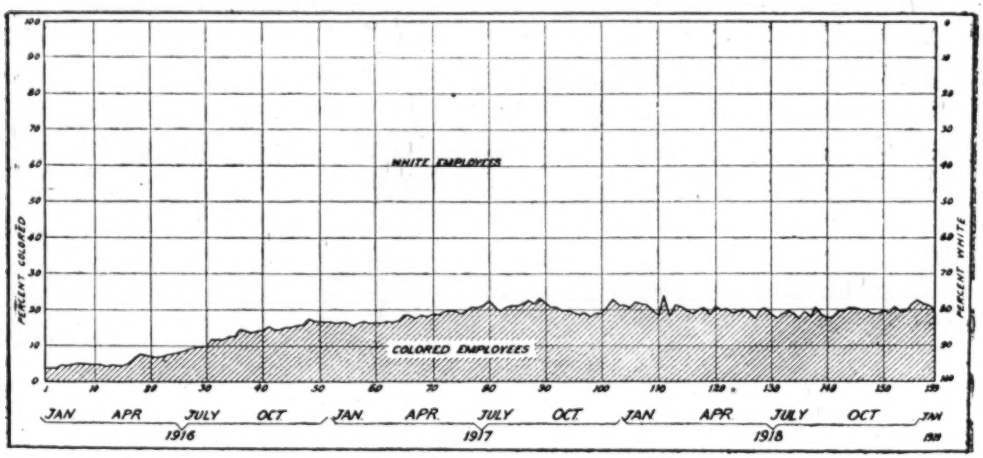
TABLE V.—*Number of employees of the second meat-packing company, distributed by color, for a period of 159 successive weeks, January, 1916, to January, 1919. (See graphs following.)*

Week No.	Total number of employees, white and Negro, male and female.	Total number of employees, distributed by color.				Week No.	Total number of employees, white and Negro, male and female.	Total number of employees, distributed by color.			
		White.	Per cent.	Negro.	Per cent.			White.	Per cent.	Negro.	Per cent.
1	8,361	8,050	96.28	311	3.72	37	9,316	8,007	85.95	1,309	14.05
2	7,989	7,683	96.17	306	3.83	38	9,180	7,927	86.35	1,253	13.65
3	8,008	7,699	96.14	309	3.86	39	9,425	8,101	85.95	1,324	14.05
4	7,941	7,569	95.32	372	4.68	40	9,620	8,240	85.65	1,380	14.35
5	7,824	7,470	95.48	354	4.52	41	9,872	8,344	84.52	1,528	15.48
6	7,904	7,527	95.23	377	4.77	42	10,084	8,637	85.65	1,447	14.35
7	7,889	7,476	94.76	413	5.24	43	10,129	8,673	85.63	1,456	14.37
8	8,084	7,673	94.92	411	5.08	44	10,229	8,686	84.92	1,543	15.08
9	8,037	7,637	95.02	400	4.98	45	10,394	8,830	84.95	1,564	15.05
10	8,213	7,824	95.26	389	4.74	46	10,630	8,977	84.45	1,653	15.55
11	8,330	7,938	95.29	392	4.71	47	10,749	9,057	84.26	1,692	15.74
12	8,141	7,795	95.75	346	4.25	48	10,980	9,070	82.60	1,910	17.40
13	8,123	7,766	95.61	357	4.39	49	10,582	8,802	83.18	1,780	16.82
14	7,971	7,632	95.75	339	4.25	50	10,135	8,450	83.37	1,685	16.63
15	7,982	7,591	95.10	391	4.90	51	10,284	8,579	83.42	1,705	16.58
16	7,766	7,363	94.81	403	5.19	52	10,173	8,495	83.51	1,678	16.49
17	7,414	6,941	93.62	473	6.38	53	10,255	8,598	83.84	1,657	16.16
18	7,158	6,604	92.26	554	7.74	54	10,428	8,700	83.43	1,728	16.57
19	7,479	6,947	92.89	532	7.11	55	10,473	8,746	83.51	1,727	16.49
20	7,449	6,935	93.10	514	6.90	56	10,188	8,614	84.55	1,574	15.45
21	7,399	6,900	93.26	499	6.74	57	10,175	8,525	83.78	1,650	16.22
22	7,421	6,907	93.07	514	6.93	58	10,075	8,423	83.60	1,652	16.40
23	7,705	7,121	92.42	584	7.58	59	10,102	8,469	83.83	1,633	16.17
24	7,696	7,101	92.27	595	7.73	60	10,155	8,503	83.73	1,652	16.27
25	7,811	7,184	91.97	627	8.03	61	10,145	8,510	83.88	1,635	16.12
26	7,937	7,270	91.60	667	8.40	62	10,036	8,372	83.41	1,664	16.59
27	8,062	7,329	90.91	733	9.09	63	10,142	8,464	83.45	1,678	16.55
28	8,306	7,532	90.68	774	9.32	64	10,223	8,512	83.26	1,711	16.74
29	8,081	7,309	90.45	772	9.55	65	10,115	8,243	81.49	1,872	18.51
30	8,123	7,312	90.02	811	9.98	66	10,264	8,384	81.68	1,880	18.32
31	8,514	7,495	88.03	1,019	11.97	67	10,533	8,673	82.34	1,860	17.66
32	8,681	7,657	88.20	1,024	11.80	68	10,646	8,697	81.69	1,949	18.31
33	8,884	7,831	88.15	1,053	11.85	69	10,640	8,722	81.97	1,918	18.03
34	8,959	7,837	87.48	1,122	12.52	70	10,416	8,442	81.05	1,974	18.95
35	8,737	7,654	87.60	1,083	12.40	71	10,452	8,504	81.36	1,948	18.64
36	9,134	7,830	85.72	1,304	14.28	72	10,181	8,199	80.53	1,982	19.47

TABLE V.—*Number of employees of the second meat-packing company, distributed by color, for a period of 159 successive weeks, January, 1916, to January, 1919. (See graphs following)*—Continued.

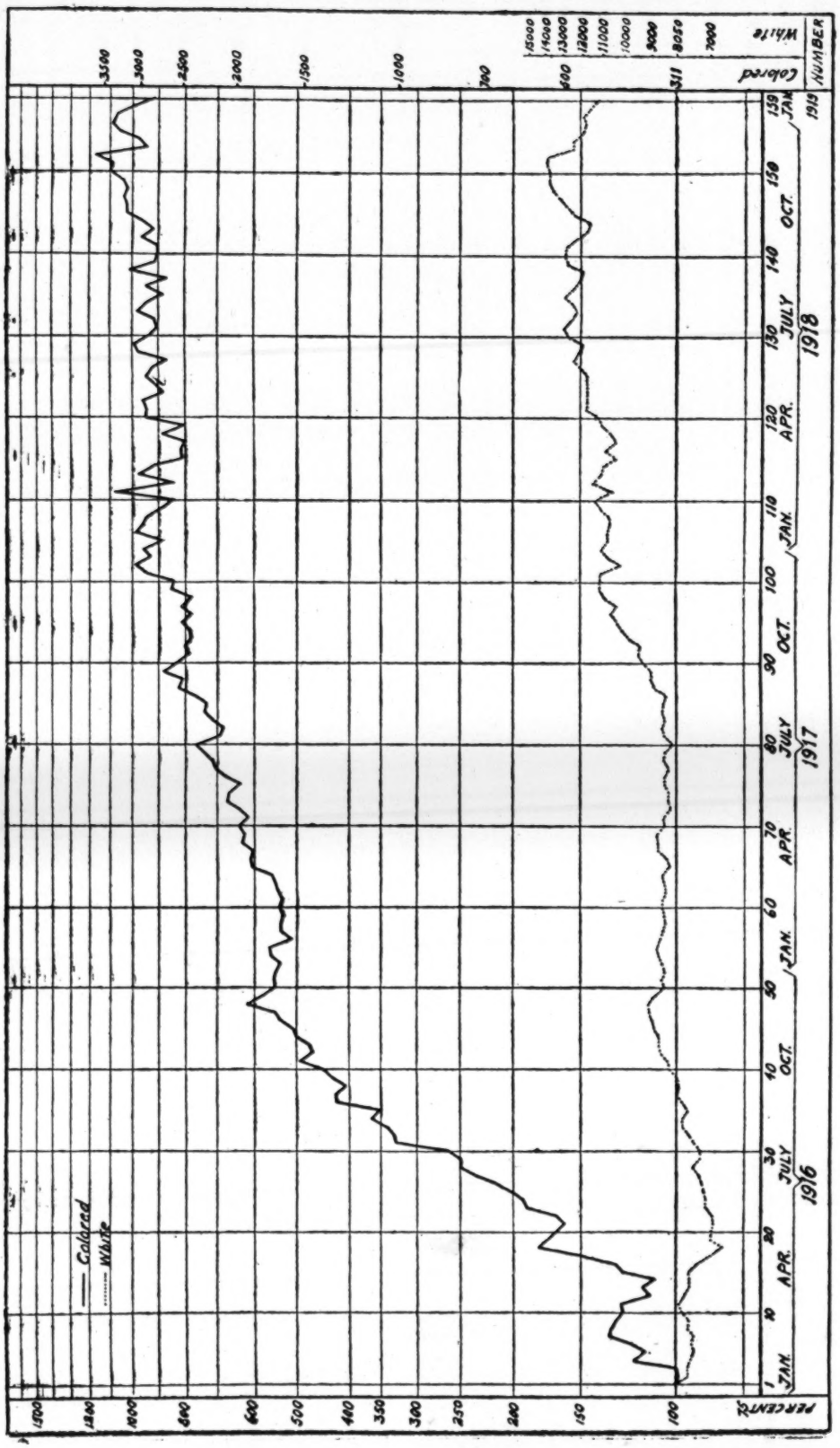
Week No.	Total number of employees, white and Negro, male and female.	Total number of employes, distributed by color.				Week No.	Total number of employees, white and Negro, male and female.	Total number of employees, distributed by color.			
		White.	Per cent.	Negro.	Per cent.			White.	Per cent.	Negro.	Per cent.
73	10,385	8,312	80.04	2,073	19.96	117	12,885	10,395	80.68	2,490	19.32
74	10,353	8,295	80.12	2,058	19.88	118	13,359	10,628	79.56	2,731	20.44
75	10,360	8,402	81.10	1,958	18.90	119	13,498	11,002	81.51	2,496	18.49
76	10,534	8,442	80.14	2,092	19.86	120	14,134	11,200	79.24	2,934	20.76
77	10,465	8,289	79.21	2,176	20.79	121	14,672	11,765	80.19	2,907	19.81
78	10,705	8,498	79.38	2,207	20.62	122	14,688	11,719	79.79	2,969	20.21
79	10,679	8,401	78.67	2,278	21.33	123	14,420	11,717	81.26	2,703	18.74
80	10,522	8,170	77.65	2,352	22.35	124	14,519	11,706	80.63	2,813	19.37
81	10,653	8,460	79.41	2,193	20.59	125	14,657	11,719	79.95	2,938	20.05
82	10,653	8,535	80.12	2,118	19.88	126	14,905	12,064	80.94	2,841	19.06
83	10,648	8,436	79.23	2,212	20.77	127	15,040	12,376	82.29	2,664	17.71
84	10,821	8,546	78.98	2,275	21.02	128	15,201	12,155	79.96	3,046	20.04
85	10,748	8,491	79.00	2,257	21.00	129	15,045	11,951	79.44	3,094	20.56
86	10,745	8,387	78.05	2,358	21.95	130	15,533	12,668	81.56	2,865	18.44
87	11,375	8,825	77.58	2,550	22.42	131	15,711	12,936	82.34	2,775	17.66
88	11,462	8,961	78.18	2,501	21.82	132	15,336	12,513	81.59	2,823	18.41
89	11,633	8,902	76.52	2,731	23.48	133	15,249	12,215	80.10	3,034	19.90
90	11,842	9,280	78.36	2,562	21.64	134	15,326	12,416	81.01	2,910	18.99
91	11,856	9,409	79.36	2,447	20.64	135	15,606	12,895	82.63	2,711	17.37
92	11,869	9,384	79.06	2,485	20.94	136	15,247	12,312	80.75	2,935	19.25
93	12,203	9,794	80.26	2,409	19.74	137	14,695	12,042	81.95	2,653	18.05
94	12,638	10,117	80.05	2,521	19.95	138	15,063	11,920	79.13	3,143	20.87
95	12,846	10,338	80.48	2,508	19.52	139	15,481	12,666	81.82	2,815	18.18
96	13,019	10,611	81.50	2,408	18.50	140	15,628	12,842	82.17	2,786	17.83
97	12,889	10,380	80.53	2,509	19.47	141	15,554	12,768	82.09	2,786	17.91
98	13,305	10,903	81.95	2,402	18.05	142	15,181	12,194	80.32	2,987	19.68
99	13,778	11,157	80.98	2,621	19.02	143	14,494	11,652	80.39	2,842	19.61
100	13,726	11,118	81.00	2,608	19.00	144	14,598	11,601	79.47	2,997	20.53
101	14,064	11,129	79.13	2,935	20.87	145	15,530	12,352	79.54	3,178	20.46
102	13,259	10,185	76.82	3,074	23.18	146	15,940	12,765	80.08	3,175	19.92
103	13,654	10,787	79.00	2,867	21.00	147	16,346	13,145	80.42	3,201	19.58
104	14,018	11,043	78.78	2,975	21.22	148	16,730	13,568	81.10	3,162	18.90
105	13,492	10,748	79.66	2,744	20.34	149	16,989	13,779	81.11	3,210	18.89
106	13,878	10,809	77.89	3,069	22.11	150	17,148	13,740	80.13	3,408	19.87
107	13,665	10,681	78.16	2,984	21.84	151	17,222	13,851	80.45	3,371	19.55
108	13,624	10,700	78.54	2,924	21.46	152	17,434	13,813	79.23	3,621	20.77
109	13,858	11,109	80.16	2,749	19.84	153	15,297	12,386	80.97	2,911	19.03
110	13,958	11,367	81.44	2,591	18.56	154	15,353	12,325	80.28	3,028	19.72
111	13,865	10,525	75.91	3,340	24.09	155	15,168	11,883	78.34	3,285	21.66
112	14,086	11,499	81.63	2,587	18.37	156	15,145	11,747	77.56	3,398	22.44
113	14,054	11,026	78.45	3,028	21.55	157	15,155	11,851	78.20	3,304	21.80
114	13,758	10,924	79.40	2,834	20.60	158	14,565	11,506	79.00	3,059	21.00
115	12,916	10,351	80.14	2,565	19.86	159	13,928	11,123	79.86	2,805	20.14
116	13,397	10,875	81.17	2,522	18.83						

The accompanying diagrams show, graphically, the percentage of distribution by color of the total number of employees of this company by weeks, from January, 1916, to February, 1919, and the percentage of white and colored employees by weeks during this same period.



COMPARATIVE INCREASE IN PERCENTAGE AMONG WHITE AND COLORED EMPLOYEES IN ONE MEAT-PACKING PLANT DURING A PERIOD OF 159 WEEKS.

The third piece of evidence came from a steel company at Indiana Harbor, Ind., and shows the total number and per cent of white and colored employees from January, 1918, through December of the same year. This shows a total, at the beginning of the period, of 2,020 employees, of which 1,736, or 89.94 per cent, were white, and 284, or 14.06 per cent, were colored. At the close of the period the firm was employing a total of 2,171 employees, of which 1,681, or 77.43 per cent, were white, and 490, or 22.57 per cent, were colored. The number of colored employees showed a steady increase over the original number, running as high as 538 in October, 1918, to the closing number at the end of December, which number showed a considerable increase in total colored employees and a corresponding increased percentage of the total nunnber of employees. Other discussions of workers in iron and steel have been given in Chapter VI.



VARIATION, IN PERCENTAGE AND NUMBERS, OF WHITE AND COLORED EMPLOYEES IN ONE MEAT-PACKING PLANT DURING A PERIOD OF 159 WEEKS.

CHAPTER VIII.

NEGRO LABOR IN THE UNITED STATES SHIPYARDS.

The widespread demand for ships to "beat" the unlawful submarine warfare of the Germans led the Nation to see that ships were needed to win the war. The building of ships called for labor of all kinds, skilled, semiskilled, and unskilled, and those who responded to build ships were serving the cause no less than those who responded for service in the Army. During the war the Negroes showed their patriotism in this particular fully as they did in others. In the shipyards under the jurisdiction of the United States Shipping Board—Emergency Fleet Corporation—covering four shipbuilding districts on the Atlantic coast, one on the Gulf coast, two on the Pacific coast, and one in the Great Lakes district, there were 24,647 Negroes employed during the war and 14,095 employed up to September, 1919, following the signing of the armistice. In the southern district during the war there were 11,991 and for the period after the war 5,504; in the middle Atlantic district there were 4,506 and 5,223, respectively; in the Delaware River district, 5,165 and 2,230, respectively; in the northern Atlantic district, 370 and 297, respectively; in the Gulf district, 1,830 and 309, respectively; in the southern Pacific district, 581 and 399, respectively; in the northern Pacific district, 177 and 96, respectively; and in the Great Lakes district, 27 and 17, respectively. Both the numbers involved and the distribution of the numbers, both during the war and the months following the signing of the armistice, give ample evidence that Negroes played a large part in the building of the ships. Unfortunately, it has not been feasible to secure the figures of the white workmen under the United States Shipping Board for these districts.

We do have, however, a full record of the occupations in which Negro workmen were engaged. During the war 4,962, or about 20.7 per cent, were engaged in occupations which may be classed as skilled occupations, leaving 19,685, or about 80 per cent, in unskilled occupations, some of which could probably be classed as semiskilled occupations. After the war 3,872, or 27.47 per cent, were in skilled occupations and 10,203, or 72.53 per cent, in unskilled occupations, some of which may be classed as semiskilled. It is significant that the largest number of Negroes in skilled occupations both in steel and wooden ship construction was in the southern district, both during and after the war. The second largest during the war was in the Delaware River district and after the war in the middle Atlantic district.

Negroes participated in 46 of the 55 separate shipbuilding occupations listed during the war period, and in 49 such occupations after the war. In addition, during the war 21 occupations had less than 10 Negroes employed and after the war 17 occupations had less than 10 Negroes employed in them. This leaves 26 occupations with 10 or more Negroes during the war and 28 occupations with 10 or more Negroes employed after the war.

The details are given in full in the accompanying table, but some illuminating comparisons may be made here. During the war there were 1,464 Negro carpenters, 225 calkers, 21 chippers and calkers, 631 fasteners, 11 blacksmiths, 10 blacksmiths' helpers, 36 riggers, 22 foremen, 240 reamers and drillers, 399 bolters. These are important skilled or semisjilled occupations in the building of ships. After the war there were only 74 carpenters, 59 calkers, 36 chippers and calkers, 143 fasteners, 7 blacksmiths, 45 blacksmiths' helpers, and 191 reamers and drillers. There were, however, 49 riveters and 1,116 bolters, these occupations showing increases.

The analysis of these figures indicates that in the more highly skilled and therefore the more highly paid occupations there has been a greater decrease in the number of Negroes in the shipyards than in the less skilled or semiskilled occupations, but taking the skilled and semiskilled occupations together, Negro workers held their numbers and showed less decrease after the war than they did in the unskilled occupations, altogether, after the war. The total decrease after the war of Negroes in all skilled or semiskilled occupations was only 20.7 per cent, while the total decrease after the war of Negro workers in the unskilled occupations was about 48 per cent, or nearly one-half. While these figures show a very decided decrease in the more highly skilled occupations, on the whole they make a favorable showing for Negro workmen in the shipbuilding industry, both during and after the war.

Not only did Negroes enter the skilled and semiskilled occupations during the war in large numbers but they remained in these occupations in larger proportions than in the unskilled occupations.

The following table shows in detail the number of Negro employees working in skilled and unskilled occupations at shipbuilding plants under the jurisdiction of the United States Shipping Board—Emergency Fleet Corporation—during and after the war in the eight principal shipyard districts, during 1918 and 1919. The skilled and semiskilled workers were not classified separately in the available record. The full details showing number of Negroes employed in the eight principal shipyard districts in specified occupations during and after the war are given in the following table:

TABLE VI.—*Negro employees working at plants under the jurisdiction of the United States Shipping Board—Emergency Fleet Corporation—during and after the war, in the eight principal shipyard districts.* [1]

[Columns 1, during the war; columns 2, after the war.]

Kind of Occupation. [2]	Southern district.		Middle Altantic district.		Delaware River district. [3]		Northern Atlantic district.		Gulf district.		Southern Pacific district.		Northern Pacific district.		Great Lakes district.		Total.		Grand total.
	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2	
Total number employed [4]	11,991	5,504	4,506	5,223	[5] 5,165	[5] 2,230	370	297	1,830	309	581	399	177	96	27	17	24,647	14,075	38,722
Skilled	3,578	3,078	117	114	.....	99	257	218	541	109	308	172	141	71	20	11	4,962	3,872	8,834
Unskilled	8,413	2,426	4,389	5,109	5,165	2,131	113	79	1,289	200	273	227	36	25	7	6	19,685	10,203	29,888
Back-handlers	8	21	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	21	29
Blacksmiths	11	5	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	11	7	18
Blacksmiths' helpers	99	44	.....	.....	.....	.....	.....	.....	2	.....	1	1	.....	.....	.....	.....	102	45	147
Bolters	130	955	.....	.....	.....	3	98	85	.....	.....	166	69	.....	.....	5	4	399	1,116	1,515
Bolters' learners	.....	138	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	138	138
Carpenters	1,367	64	35	1	.....	.....	13	7	46	.....	.....	.....	3	2	.....	.....	1,464	74	1,538
Calkers	182	21	17	28	.....	.....	26	10	.....	.....	.....	.....	.....	1	.....	.....	225	60	285
Calkers and chippers	17	35	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	1	1	21	36	57
Cementers	2	29	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	29	32
Cleaners	.....	31	.....	.....	.....	.....	3	5	.....	.....	72	21	.....	.....	.....	.....	75	57	132
Cranemen	48	7	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	48	10	58
Dockmen	37	36	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	37	36	73
Drillers and reamers	50	125	4	23	.....	.....	43	41	140	.....	.....	.....	.....	.....	3	2	240	191	431
Engineers	10	1	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	1	13
Erectors	13	12	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	13	15	28
Fasteners	303	60	5	3	.....	10	6	1	316	69	.....	.....	1	.....	.....	.....	631	143	774
Firemen	87	37	2	2	.....	13	.....	.....	27	8	.....	.....	.....	.....	.....	.....	116	60	176
Foremen	22	10	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	22	11	33
Furnacemen	9	22	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	23	32
General helpers	556	328	53	56	.....	49	1	8	8	21	.....	13	126	63	.....	.....	744	538	1,282
Handymen	200	297	.....	1	.....	.....	.....	.....	2	2	.....	.....	1	2	1	1	204	303	507
Heaters	52	238	.....	.....	.....	.....	7	7	.....	.....	8	3	.....	.....	2	1	69	249	318
Hewsers	5	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	5	11	16
Holders-on	88	220	.....	.....	.....	.....	15	22	.....	.....	10	4	.....	.....	2	1	115	247	362
Hookers-on	.....	4	.....	.....	.....	.....	.....	.....	.....	9	.....	.....	.....	.....	.....	.....	.....	13	13
Oilmen	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	33	19	.....	.....	.....	.....	33	21	54
Passers	54	134	.....	.....	.....	.....	6	8	.....	.....	6	2	.....	3	.....	.....	66	147	213
Punchers	11	22	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11	22	33
Riggers	23	15	.....	.....	.....	.....	9	1	.....	.....	3	4	.....	.....	1	.....	36	20	56

Riveters	25	69	.....	.....	.....	.....	10	7	.....	.....	.....	23	.....	.....	3	.....	38	99	137
Stage builders	.....	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	9	.....	.....	.....	13	.....	13
Steel construction	150	70	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	150	70	220
All other occupations	19	17	.....	.....	.....	17	13	14	.....	.....	9	9	.....	1	2	1	43	59	102

[1] This table has been reconstructed from a previous table prepared by the U. S. Shipping Board.
[2] Includes both wood and steel ship occupations.
[3] Includes agencies not directly in the Delaware River district, but under its jurisdiction.
[4] The figures against this item include every kind of occupation in which Negroes were employed, as reported by the United States Shipping Board, and should not be presumed to be the totals for the kinds of occupations listed in the first column, which include only such representative occupations as are deemed of particular significance, and therefore, of practicable value for tabulation.
[5] During the war Delaware River district workers were not classified by occupations, but after the war "agency" workers of this district were classified.

RECORD-BREAKING NEGRO WORKERS.

How a Negro pile-driver gained the world's pile-driving record is told, partially, in his own language, as follows:

WORLD'S PILE-DRIVING RECORD SMASHED.

Edward Burwell, the Negro pile-driving captain whose Negro crew of 11 men broke the world's record in driving piles on shipway No. 46 (Philadelphia, Pa.) was asked how he came to break the standing record. Burwell smiled and pointed to a placard nailed on the pile-driving machine. The placard read: "If at first you don't succeed, try, try, again."

The record prior to Burwell's wonderful drive was 165 piles in 9 hours. Burwell and his crew drove 220 65-foot piles in 9 hours and 5 minutes, and a good part of the time the crew worked in a terrific downpour of rain. Since coming on the job in January, 1918, Burwell's crew has driven 4,141 piles with a total of 241,573 linear feet. The crew under Burwell is employed by the Arthur McMullen Co. This company had the contract to drive 21,434 piles. Burwell and his crew drove about 20 per cent of this number.

"I went into the pile-driving business 15 years ago," Burwell said in speaking of his new record. "I was never on a job as large as this one before. It was due to rivalry between another Negro foreman and myself that I made up my mind to go after the record of 165 piles held by another company.

"The sign filled our crew with enthusiasm. We decided, one night, that a new world's record would be made on the morrow, and it was. Of course, we had our little mechanical troubles, and instead of fretting and fuming, the men just glanced at the sign and started in with renewed vigor and the record was smashed.

"I am glad the record was made at Hog Island. Here, if a man can deliver the goods in getting the ships out on schedule time, no matter if he is a white man or colored man, he gets the same credit and same kind feelings from his employers. It is a wonderful example of how we are all working hand in hand to defeat the Germans."

Capt. Burwell then produced the log of the crew on the day the world's record was made. It is rather interesting reading and is printed below:

	Piles driven.
7 a. m. to 8 a. m.	27
8 a. m. to 9 a. m.	23
(Delay 4½ minutes due to broken steam line; raining very hard from 8.15 to 10 a. m.)	
9 a. m. to 10 a. m.	28
10 a. m. to 11 a. m.	22
(Delay 8 minutes due to pile fall breaking.)	
11 a. m. to 12 a. m.	27
12 noon to 12.30 p. m. (lunch).	
12.30 p. m. to 1.30 p. m.	25
(Heavy rain with electric showers from 1.25 to 2.50 p. m., and from 1.25 to 1.40 p. m. air pressure dropped considerably, which held up hammer.)	
1.30 p. m. to 2.30 p. m.	23
2.30 p. m. to 3.30 p. m.	23
3.30 p. m. to 4.35 p. m.	22
Total, 9 hours and 5 minutes	220

NOTE.—Total linear feet of piles, 14,260. Previous world's record, 165 piles in 9 hours and 15 minutes.

Of no less interest is the performance of a gang of Negro riveters working at Sparrows Point, Md., in the plant of the Bethlehem Steel Corporation, in breaking the world's record for driving rivets. One of the gang, Charles Knight, drove 4,875 three-quarter-inch rivets in a 9-hour day. The previous highest record was 4,442, made by a workman in a Scottish shipyard. Mr. Knight is a highly respectable and industrious citizen of Baltimore, Md., and a native of Virginia.

CHAPTER IX.

REPORT OF WORK IN FLORIDA AND GEORGIA.

FLORIDA.

On July 16, 1918, Hon. Sidney J. Catts, governor of Florida, called together representatives of Negro citizens from all parts of the State at Jacksonville, who, with about 15 of Florida's most representative white employers, met for a day's conference on the labor situation in the State. After a thorough discussion the governor authorized the conference to work out plans with the representatives of the Department of Labor for the organization of the State, county, and city Negro workers' advisory committees. The governor, as chairman of the State council of defense, accepted the honorary chairmanship of the committee, and with the executive secretary of the council a plan was worked out so that the colored members appointed on the Negro workers' advisory committees had white members from the county councils of defense to act on these committees as cooperating members. In this way, in a short time there were developed these cooperative relationships between white and colored representatives through the Negro workers' advisory committees in 26 counties in the State, including the important city centers such as Jacksonville, Tampa, Miami, and Pensacola.

The following letters show the spirit and action of the council of defense, the governor, and other interested parties:

DEPARTMENT OF LABOR,
OFFICE OF THE SECRETARY,
Washington, July 23, 1918.

GOV. SIDNEY J. CATTS,
State Capitol, Tallahassee, Fla.

DEAR SIR: Inclosed is a list of names of representative colored citizens who were nominated at the conference in Jacksonville on Tuesday to serve as members of the State Negro workers' advisory committee. Inclosed also is the constitution adopted at the meeting. Both of these are submitted for your comment and approval.

I remember with great pleasure my being in your city last week and your inspiring words to me. I wish especially to express my gratitude to you for the courageous stand you have taken on the matter of lynching in Florida. This will go a long way, I believe, toward removing the restlessness and dissatisfaction of colored people.

If during the coming months I can at any time be of further service, please command me.

Yours, very respectfully,

(Signed) GEORGE E. HAYNES,
Director of Negro Economics.

STATE OF FLORIDA,
EXECUTIVE CHAMBER,
Tallahassee, July 31, 1918.

Dr. GEO. E. HAYNES,
Department of Labor, Washington, D. C.

DEAR SIR: I have your letter inclosing list of colored citizens nominated at a conference held in Jacksonville, and also copy of their constitution.

I thank you for the same and will give it my attention. I am willing to cooperate with your race in every way possible.

With best wishes, I am

Yours, very truly,

(Signed) SIDNEY J. CATTS, *Governor.*

STATE COUNCIL OF DEFENSE,
Tallahassee, Fla., October 29, 1918.

Dr. GEO. E. HAYNES,
Director of Negro Economics, Washington, D. C.

DEAR SIR: Yours of the 21st instant, addressed to his excellency Gov. Sidney J. Catts, relative to the work of your advisory committee, together with your request for the cooperation of county councils of defense has been referred to me for reply.

Replying, beg to advise that at the meeting of our advisory committee October 25, inst., this matter was brought before the committee, and it was agreed to give your committee the assistance in the capacity requested.

Yours, very truly,

(Signed) H. S. HOWARD,
Executive Secretary.

Following the State conference and the appointment of the State Negro workers' advisory committee, upon the recommendation of a number of white and colored citizens, W. A. Armwood, of Tampa, Fla., a graduate of the State college, who had been a successful carpenter and contractor and at that time was principal of the colored public school at Tampa and successfully conducting a drug business of his own, was chosen as supervisor of Negro economics for Florida. He had known many workmen in all parts of the State and very soon was in touch with them in various districts. It was due to his untiring effort that many of the activities of the State were developed.

One of the first steps taken following the organization of committees was to give Negro workers wholesome advice about the necessity of continued and systematic work during the period of the war for the production of such commodities as were necessary to win it. Two methods were used for such advice: First, circular letters and bulletins were sent out to the members of the county and city committees touching upon various points for stimulating the morale and efficiency of workers in the different localities of the State. Second, a series of mass meetings of white and colored citizens was planned and carried out in the early fall, following the conference. The Director of Negro Economics was present at a number of these meetings and both white and colored citizens attended in large numbers. There were usually white and colored speakers before the audience on the same platform.

One significant service rendered by the State Negro workers' advisory committee was to correct a misapprehension and feeling that was growing due to the spread of rumor among employers that Negro women workers were receiving governmental allotments from male relatives in the Army in large numbers and were taking advantage of this money to refuse to engage in any useful occupation. The committee made a careful State-wide investigation of the facts and found that the rumor was groundless. Wide publicity was given to the actual facts of the patriotic work being done by colored women throughout the State, and this served to allay feeling and friction.

Following is a summary of the other work carried out by the committee:

1. Educational campaigns were carried out in the 26 counties, in various cities of the State, at mass meetings and at the regular gatherings of Negro churches, lodges, and other organizations to

inform Negro workers of the necessity of steady and reliable service to keep up production for winning the war, to promote prosperity, and to improve the relations between the races.

2. Cooperation was given to the United States Employment Service in the securing and placement of thousands of Negro workers and in the placement of returning soldiers.

3. Misunderstandings were adjusted through advisory conferences of employers and employees and county officials. This work was carried on in the case of both individual workers and employers as well as organizations, and in this way the stoppage of work was prevented.

4. By conferences with State and county officials and cooperation with the State council of defense, local officials were induced to use the good offices of the Negro workers' advisory committees in persuading Negro workers to work steadily and with enthusiasm. This method was found more effective than the application of compulsory labor regulations advocated by many.

5. Working conditions were improved in many plants voluntarily by employers after conferences and suggestions either from the Supervisor of Negro Economics or from members of the advisory committees. In most cases these conferences were sought in the first instance by the employers.

6. The health conditions of Negro workers were improved through the advice to both employers and workers on methods of protecting their health. Advertising material and literature along these lines were given out.

7. Besides the cooperation of the State council of defense and the governor of the State, as shown by the preceding correspondence, the following organizations and agencies gave full support to the work in the State: State Agricultural and Mechanical College for Negroes; State Federation of Colored Women's Clubs; local organizations of the Negro National Business League; local lodges; and churches of the several denominations.

GEORGIA.

On August 9, 1918, a conference of about 75 representative colored men met in Atlanta, Ga., in response to an official invitation issued by Hon. Hugh M. Dorsey, governor of the State, that they assemble to confer with representatives of the Department of Labor and of the State commission of labor on matters relating to Negro labor. After an all-day session, Judge Price Gilbert, of the Supreme Court and of the State council of defense, met the conference representing the governor and the council of defense. In the course of an interesting all-day session going over the situation of the State and the plans of the Department of Labor, the conference recommended and adopted an outline of an organization of the State, county, and city Negro workers' advisory committees along lines of those set up in other States. The report adopted by the special committee contained the following recommendations:

> We, your committee on plans and work, beg leave to render the following report:
>
> First, we recommend that a chairman be designated for each county by this body and that said chairman appoint a committee of nine from different sections of said county to work with him in coordinating the work of his county.

Second, that a series of public meetings be held in prominent places, such as churches, lodge rooms, etc., in said counties, under the supervision of said committees and that said committees be requested to invite some of the leading white citizens of their respective communities to participate in said meetings.

Third, we recommend plans for labor demonstrations and parades to be made for January 1, 1919.

Fourth, that said county committee get in touch with a number of open minded, patriotic white citizens in their respective communities to the end that through them the general public may be informed about the doings of the State Negro workers, advisory committee.

Fifth, as a means of recruiting labor in the various communities in our State, we recommend (1) that laborers be guaranteed protection as citizens; (2) that better housing and sanitation conditions be provided; (3) ample school facilities with competent and well-paid teachers; (4) pay commensurate with services rendered for laborers; (5) better transportation and equal accommodations on the railroads; in short, make labor satisfied and labor will remain.

Respectfully,

E. P. JOHNSON,
H. A. RUCKER,
J. P. DAVIS,
E. J. TURNER,
C. E. WILLIAMS.
G. B. BURNEY
H. R. BUTLER,
J. Q. GASSET,
MRS. LONDIE ANDREWS.

After the meeting of the State Conference of Georgia, Prof. H. A. Hunt, principal of the Fort Valley High and Industrial School, was appointed as supervisor of Negro economics of the State. Associated with him as examiner in the United States Employment Service for activity over the State was Mr. Rufus P. Bennett, who assisted the Federal Director of the United States Employment Service and Prof. Hunt in many of the difficult problems relating mainly to agricultural labor in this large State.

CHAPTER X.

REPORT OF WORK IN ILLINOIS.

In the early development of the plans of the department for the Division of Negro Economics it seemed feasible that one man should advise on policies and plans for one district comprising Michigan and Illinois. As the work developed this district was divided into the two States, Michigan and Illinois.

At the beginning in June, 1918, Mr. Forrester B. Washington, of Detroit, Mich., was appointed as supervisor of Negro economics in the district comprising Michigan and Illinois. It had been estimated by the department that about 30,000 Negro migrants had moved into Detroit and that probably 50,000 had come into the Chicago district within the period during 1917 and 1918. Mr. Washington, trained at Tufts College, Columbia University, and the New York School of Philanthropy, had had three years' experience and unusual success as executive secretary of the Detroit Urban League in cooperation with the Employers' Association of Detroit in handling the industrial problems growing out of the influx of the thousands of Negro newcomers.

During July and August, he very successfully dealt with these problems of his district, which centered mainly at Detroit and Chicago. About September 1, Michigan and Illinois were made separate districts and Mr. Washington was transferred to Chicago and began the intensive development of the work in Illinois. He began with a study of the communities of the State where large numbers of Negroes resided and arranged for a State conference, which was held Monday, September 30, 1918, at Springfield, in the old historic Sangamon County courthouse, so well known in relation to the revered memory of Abraham Lincoln. Delegates representing Negro workers, white employers, and white workers were present from 14 points in the State. They spent a day in discussing general conditions and adopted the form of organization of a State advisory committee with local committes. In the weeks that followed the conference, Negro workers' advisory committees were formed in 17 counties and 9 cities throughout the State to deal with the many delicate and difficult labor problems. Some of the results of the activity under the supervision of Mr. Washington are outlined in the following pages.

During sessions of the conference several committees were appointed and made reports, among them the committee on general conditions, which gave such a concrete review of the relationships between Negro workers and white workers and white employers that a greater part of the report is included as follows:

We, your committee on general conditions as to labor and general war work relating to Negroes in the State of Illinois, beg leave to submit the following report:

First. We find that the city of Chicago is the greatest center of Negro influx on account of the conditions produced by the war of any community in the State of Illinois; and that the cities of East St. Louis, Cairo, Springfield, and Peoria follow in their order. The city of Decatur does not have the same condition as does the cities above named, neither does the city of Danville, nor Quincy, as they are gov-

erned in some degree by local conditions which have to do with only their own particular vicinities.

We find that in the mining districts in southern Illinois, composing the counties of St. Clair, Perry, Jackson, Franklin, and Williamson and adjacent counties, the conditions of the colored miners as to housing and economic conditions are on par with those of the white miners. In fact, all mining districts of the State are guided by the miners' union, and the purpose of the leaders of the miners, and of the mine owners as well in those districts, seems to have been directed to the task of winning the war by doing and giving effective service and every effort has been lent to neutralizing the opposing forces that both white and colored workers may understand and help each other and in this way work for a common purpose.

OTHER LABOR.

In Chicago, at the stockyards, we find that conditions are much improved and better relations created by organization. The colored men and workers and the white brother in toil have been brought together.

In the other parts of Illinois we find that the Negro as a laborer is not understood. The white men have been led to believe that the Negro was his common industrial enemy and as a result some very grave disturbances have taken place, such as the recent one at East St. Louis.

In many instances ill feelings have resulted in the employers suffering from shortages of effective workers and the propagandists of German connection have, no doubt, seized upon this spirit of unrest to further their wicked ends and many instances of this spirit have fallen within the knowledge of some of the members of your committee. Some employers have misunderstood, in that they had been led to believe that Negroes were not faithful nor yet effective workers, but that notion has been pushed into the discard and now, thanks to the work of the Department of Labor and the leaders of the various organizations having these matters at heart, Negroes are entering all the avenues of endeavor.

Some of the cities above mentioned are not cursed with the bad conditions above complained of. We are pleased to refer to the city of Decatur as a city where the best of relations exist between white and colored people and in the large factories of that city. They work side by side in harmony, and general helpfulness results from that condition.

In the capital city of Illinois (Springfield) for many years colored workers have not been given employment in many of the factories; but, owing to conditions brought about by the war, a sign of betterment is seen. Now some of the steam laundries are finding colored workers a decided success. A watch factory has increased its quota of colored workers, but we find that in many of the factories the closed door stands between the colored worker and employment. Your committee is driven to the conclusion that in many instances the lack of efficiency on the part of the workers who apply, the lack of attention to duty, the lack of thrift and energetic effort is proving the undoing of the colored workers.

RÉSUMÉ.

We recommend that steps be taken to educate both the colored and white toiler to the fact that the interest of both the white and colored toiler and of their employers as well is finally centralized only in the finished products of their toil when it is ready for the markets of the world. We further recommend that an effort be made to bring the Negro workers of the country into a closer relationship with the employers of labor of the State of Illinois and at the same time with the various labor organizations of this State in order that the interests of all parties, namely, white workers, colored workers, and employers of labor, and the trade-union as a medium of conciliation and arbitration, may all be conserved, remembering at all times that the supreme and centralizing efforts of every American citizen should be, and is, winning the war.

Respectfully submitted by your committee.

GEO. W. FORD, *Chairman.*
HUGH SINGLETON.
J. B. OSBY.
GEO. W. BUCKNER.
A. K. FOOTE.
CHAS. S. GIBBS.

The situation in southwestern Illinois, particularly the East St. Louis situation, was so vital with the whole question of Negro labor and war production in this territory that the department soon found it necessary to have the supervisor of Negro economics give attention to St. Louis and to territory in the State of Missouri in further work to adjust relations of Negro workers and white workers. Accordingly, at the request of the Federal director for Missouri of the United States Employment Service, the department called a conference of Negro workers, white employers, and white workers, which was held at St. Louis, Mo., December 18, 1918. An interesting incident in connection with this conference was that it was held in the Poro Building, a new structure just completed by a Negro corporation of unusual success. The conference was attended by select delegates from about 12 centers throughout the State and its significance is shown by the program of work attached.

PROGRAM OF WORK ADOPTED BY THE MISSOURI CONFERENCE ON PROBLEMS OF NEGRO LABOR, DECEMBER 18, 1918.

1. Race relations.
   a. This committee should take steps to get white and colored labor together in order to better understand the ideals and ambitions of each.
      1. Negro labor leaders shall be urged to teach their people that their interests are common with those of white labor.
      2. White labor leaders shall be urged to teach their people that their interests are common with those of colored labor and also instruct them regarding the high standard of living of Negroes.
2. Release of Negro labor.
   a. Steps should be taken to prevent wholesale discharge of Negroes in order not to cause race friction.
      1. Visits should be made by representatives of the local committee to factories where they seem to be discharging Negroes wholesale.
      2. Visits should be made by representatives of the committee to factories where large numbers of Negroes are employed, urging that the latter be discharged only in the same proportion and for the same reason that employees of other races are discharged.
3. Housing.
   a. This committee should make plans to house returning colored soldiers.
      1. By establishing a room registry for colored soldiers in the various communities.
      2. The Government shall be urged to grant land to those returning colored soldiers who desire to settle in the agricultural districts.
   b. The local committee will urge employers that they provide their colored employees with housing that is sanitary.
4. Make plans to create openings for Negroes.
   a. By investigating every public construction program and ascertaining whether or not Negroes are to be used.
   b. By encouraging Negroes to go into business for themselves.
5. Distribution of labor.
   a. Prevent unequal distribution of Negroes through exchange of information re shortage or surplus of colored labor by committeemen from various localities.
   b. Cooperate with the nearest United States Employment Service office.
6. Act as agency representing the Negro in soldiers' bureaus—about to be established by the United States Government.
7. Cooperation of agencies.
   This committee shall seek to develop cooperation in the carrying out of its program from—
      a. Labor union.
      b. Philanthropic agencies.
      c. Churches.
      d. Lodges.
      e. Employers' organizations.

8. Education.
   a. Negro.
      1. Shop talks on efficiency.
      2. Lectures in colored churches and fraternal organizations on efficiency.
      3. Neighborhood visits on better living.
      4. Special attention shall be paid to the encouragement of thrift.
   b. White employer.
      1. Employers should be furnished with information re Negro's efficiency.

It may be added that local committees were set up in this State in only four places, as the restriction of activities developed in this direction commenced a few weeks after this conference. It should be added, however, that Missouri offers in many places one of the most important fields where Negro labor may be more efficient and where there is a necessity for developing better understanding between white workers, white employers, and Negro workers. A large part of the unskilled labor in the industrial districts in St. Louis and some mining and coal districts make this matter of interest to all, both employees and employers in this city.

The supervisor of Negro ecomomics for Illinois, following the State conference at Springfield, quickly lined up his work with the private agencies and organizations in various parts of the State. Consequently each city and county Negro workers' advisory committee was able to bring to its assistance the cooperation of many white and colored citizens; so that despite subsequent racial disturbances in Chicago it may justly be said that much friction, both in Chicago and elsewhere, was removed by this cordial effort of advisory committees and local organizations. In fact, in three places—one of them East St. Louis—acute racial situations were met and adjusted through this means. One of the first pieces of work was to ascertain the firms employing colored workers, so as to give some substantial idea of the extent to which they were employed. The list included some of the largest firms in Illinois, the number of firms in each locality being as follows:

Abingdon	1	Hoopston	1
Alton	2	Indiana Harbor	1
Aurora	2	Madison	1
Batavia	1	Moline	4
Bloomington	1	Morris	11
Cairo	6	Murphysboro	1
Canton	1	Onarga	1
Herrin	1	Paris	1
Chicago	89	Peoria	6
Chicago Heights	5	Quincy	4
Danville	2	Rochelle	1
Decatur	1	Rock Island	3
Dixon	1	Rockford	8
East Moline	2	Rockdale	1
East St. Louis	12	Granite City	1
Freeport	4	East St. Louis	1
Granite City	3	Springfield	1
St. Louis	2	Sycamore	1
Hammond	1	Waukegan	2
Harvey	6	North Chicago	1
West Harvey	1		

The tables and discussion found elsewhere—giving experience of Negro workers in industrial plants, showing wages, conditions, and other pertinent facts—include some of these firms in Illinois.

Of particular significance was the work in Illinois of assisting in the placement in civilian occupations the returning Negro soldiers and sailors. General cooperation in Illinois in the matter of caring for these returning men was well organized. Such organizations as the Red Cross, the Y. M. C. A., the Knights of Columbus, the Jewish Welfare Board, the Chicago Urban League, and many other agencies cooperated effectively and closely with the United States Employment Service, the supervisor of Negro economics, and the State employment office. The State employment service and the United States Employment Service, immediately following the signing of the armistice, adopted the plans of the Federal service for meeting needs of the returning soldiers by the establishment of placement bureaus with the cooperation of private organizations, some of which are named above. In addition to the returning soldiers, many workers had been released from war industries. This complicated the war situation in Chicago and other points in Illinois in the months following the signing of the armistice, and required the most delicate handling in the most sympathetic manner. With the hearty cooperation of the Washington office the plans went forward rapidly, and the work was undertaken in the placement of the 10,000 Negro soldiers who returned to Chicago. In addition to the central office, a special bureau was opened on the South Side of Chicago, in the main district containing large numbers of Negro residents in professions and profitable enterprises.

In conducting this special office, however, no restriction was made limiting it to the use of colored soldiers. Its sole purpose was to put the placement facilities within the easiest reach of those whom it was designed to serve. An appeal letter signed by a central committee representing a number of welfare agencies and the Federal Government was sent to over 5,000 employers in Chicago urging especially that they give attention to employment of members of the Eighth Illinois Regiment just returned from service overseas. This letter was approved by the State Advisory Board of the Employment Service, the executive committee of the Soldiers' and Sailors' Bureau, and the Federal director, United States Employment Service. In addition, a sort of flying squadron of returning soldiers in uniform was sent throughout the city to solicit opportunities for these men. The success of this effort as a part of the general response may be judged from the fact that, although there was rather an acute unemployment situation in Chicago at the time, it was not many weeks before the situation had been cleared up and the supervisor reported that it was possible to say that a job could be found for every man that really wanted work. As an example of the activities in the placement of returning Negro soldiers, the following figures for one week are given: Attendance, 468; registrations, 198; help wanted, 152; referred, 156; reported placed, 114; transferred, 26.

Although the following figures were included in the report of the United States Employment Service the following report of the South Side office during the month of May, 1918, is given, as it had more placements than any other office in Chicago for that month:

Men.—Attendance, 1,430; registration, 795; help wanted, 824; referred, 637; reported placed, 570; transferred, 3.

In all this work special mention should be made of the assistance given by private organizations, especially the Chicago Urban League,

which maintained an employment office in cooperation with the United States Employment Service and the State employment service throughout the period of the United States Employment Service work in the city of Chicago.

One of the special forms of the work in Illinois was to assist in the improvement of depressing housing conditions in the State. When the plans of the United States Homes Registration Service had developed to the point that a field worker was needed in this territory, the supervisor of Negro economics canvassed urban localities in Illinois, Chicago, East St. Louis, Springfield, Quincy, Alton, Cairo, Peoria, Bloomington, Centralia, Decatur, Danville, Jacksonville, and Monmouth were covered by the Negro workers' advisory committees at each point. Through the assistance of these committees, the field agent of the Homes Registration Service and the Illinois supervisor of Negro economics formulated plans for a campaign on housing. These plans suffered curtailment due to a change in plans of the housing bureau.

As a means of developing stability of labor and thrift among Negro workers, a study was made of cooperative store enterprises, and the laws governing same. Thereafter plans of organization were entitled giving details as to incorporation, stock values, share and loan of capital, stock holders' meetings, duties of boards of directors, management, buying of goods, bookkeeping auditing of accounts, dividends and surplus earnings, and similar details. The results of this study were issued in mimeographed form and put into the hands of Negro workers' advisory committeemen for State-wide distribution. So valuable does this outline seem that it is given in full as follows:

116 NORTH DEARBORN STREET,
Chicago, Ill., June 17, 1919.

[From the supervisor of Negro economics in Illinois to the Negro Workers Advisory Committee on the subject of cooperative stores.]

One of the lines along which the Director of Negro Economics is laying great emphasis is that of the development of business enterprises among our people. Because of the small number of Negroes who handle any large amount of capital the most successful business enterprises among colored people must necessarily be cooperative.

I am sending you to-day a brief outline of the method of starting and carrying on a cooperative store.

Cooperative stores have been very successful in a great many places in this country and enormously successful in Europe.

Already a cooperative store conducted by Negroes is on foot in Illinois. It is being promoted by the members of Butcher Workmen's Local 651 of Chicago.

It seems to me that there are enough colored people in your community to support such a store.

Too much of the money that is being earned by the colored group at present remains in their hands only for a short time; then goes to the hands of others, usually foreign born of short residence in this country.

A cooperative store planned and carried on by Negroes will mean that a large portion of the money earned by Negroes will be kept within the group.

Further information can be obtained by writing to the Supervisor of Negro Economics in Illinois or to the Department of Agriculture, Washington, D. C., for Bulletin 394 on cooperative stores, price 10 cents, or to Mr. Duncan McDonald, secretary-treasurer, Central States Cooperative Society, Springfield, Ill., who has issued some very interesting pamphlets on this subject at a small cost of not over 5 cents.

Very truly, yours,

FORESTER B. WASHINGTON,
Supervisor of Negro Economics in Illinois.

HOW TO ESTABLISH AND CONDUCT A COOPERATIVE STORE.

How to start.—A store should not be started unless at least 100 members can be secured.

If sufficient interest is displayed, call a meeting to select a committee of five or seven to solicit subscribers, but accept no money until you have amount pledged sufficient to insure success.

Amount and value of stock.—According to the laws of Illinois no person can own and control more than five shares of the capital stock of such association. The shares of stock shall be not less than five dollars nor more than one hundred dollars a share. On account of the prevailing high prices, it has been found advisable to make the shares of stock not less than $10 a share. Not less than 50 per cent of the amount subscribed should be paid in at the time the organization of the store is completed.

Details.—As soon as a sufficient amount has been subscribed (not less than $2,500) call a meeting of all the subscribers and have them elect a board of directors for different periods of time, so that at least some will hold over. Do not elect anyone simply because he is a good fellow. Require whoever handles the funds to furnish a good bond.

No member should be allowed more than one vote, no matter what his shares or purchases.

Share and loan capital.—If a sufficient amount of share capital is not purchased, a store may secure loan capital from members interested in the success of the institution, whose share capital is paid in full, or the accumulated profits or earnings, usually called dividends to help finance the store after the share capital subscribed if fully paid.

Meeting of stockholders.—A meeting of stockholders should be held every three months. Special meetings may be called by the board of directors or by petition of the members.

Duties of board of directors.—The board of directors should meet once a week, pass upon and pay all bills, if correct, receive the report of the manager, and transact such other business that comes within their scope.

Location.—A good location is essential to success. A good building, not necessarily large, but in a good location, is much to be preferred, even at a higher rental.

Business management.—Stores should be conducted on a cash basis. Extending credit will ruin a store and the necessity of cash business should be impressed on the minds of all members.

Managers.—Next to the loyalty of the members, a good competent manager, an honest man, is the most important asset to a store. A technical education is not necessary, but a knowledge of business cooperation is. The manager should be given a great deal of discretion in the general supervision of the store. He should turn over to the treasurer or other authorized officer, at the close of each day's business, the day's receipts and a statement showing the amount of business for that day.

Employees.—So far as possible no immediate relative of the manager or a member of the board of directors should be employed in any capacity, as it creates jealousy and bad feeling.

Managers and clerks should be paid good wages as an incentive to do good work.

Buying a stock of goods.—Do not allow anyone to load your store up with an immense stock of goods that can not be turned over readily, as they will become shopworn and have to be sold later on at a loss. Goods should be turned over as often as possible, as the turnover is an essentially important feature in making money. All bills should be discounted and paid promptly. By no means should prices be cut and no manager should be allowed to undersell the surrounding stores. To do so invites trouble not only with your competitors, but wholesale houses as well.

Bookkeeping.—Lack of a good bookkeeping system has been the rock upon which many a cooperative store has been wrecked.

Banking.—All money taken in should be banked every day except the small amount that is kept on hand to take care of the cash business. All goods bought should be paid for by check. Care should be exercised not to have an overdraft at the bank.

Incorporatoin.—All stores should incorporate as a matter of protection.

Auditing accounts.—One of the most important features of a successful cooperative enterprise is a correct auditing system. The books and accounts of every store should be audited very carefully every three months, and wherever possible by an expert accountant.

Dividends.—Dividends in a cooperative store are paid, not on the investment as in a privately owned concern, but on the amount of purchases made by the shareholder.

At quarterly or semiannual periods, as may be determined on, a complete invoice should be taken, the profits ascertained, and after setting aside a substantial amount for a reserve fund (anywhere from 25 to 50 per cent of the profits) the balance should

be paid in dividends on the basis of purchases during the period, or credited to them on their account,

Surplus earnings.—The term "dividends" as herein used is merely the accumulated savings or the surplus earnings of each member, which the society is under obligations to repay to the individual at a future date and should be distinguished from dividends as applied in the usual commercial transaction and in the future the cooperative movement should use the term "surplus earnings" instead of "dividends."

Further information.—Further information concerning the establishment and maintenance of cooperative stores can be obtained by writing to the Supervisor of Negro Economics for Illinois, 116 North Dearborn Street, Chicago, or to the Department of Agriculture, Washington, D. C., for Bulletin 394 on Cooperative Stores, price 10 cents, or to Duncan McDonald, secretary-treasurer, Central States Cooperative Society, Springfield, Ill,, who has issued a very interesting pamphlet on the subject, price 5 cents Butcher Workmen's Local 651, 4300 State Street, Chicago, has launched a cooperative store with all colored officers. They would be glad to give you the benefit of their experiences.

Although there were a number of activities in the State, the department was kept fully informed as to racial feeling in various localities in the State. Preceding the Chicago riots in July, 1919, regular information had been received through official channels concerning existing conditions. The riots brought sharply to the attention of the country an acute racial situation, the intensity of which had long been observed as developing in this district. Prior to July there had been sporadic clashes in one or two Illinois localities and the State supervisor had officially reported these outbursts. The Chicago Race Commission, as an outcome of this disturbance, gives strong promise of some constructive effort for preventing such difficulties in the future.

We may, then, summarize the activities and results in Illinois as follows:

1. *Conferences.*—State conferences in Illinois and Missouri resulting in exchange of facts and better understanding between representatives of Negro workers, white workers and white employers from a number of localities in the State, and the adoption of a plan of organization and program of work by means of which definite activities were undertaken throughout the territory. These activities resulted in better understanding and adjustment of relations between these three labor interests.

2. (*a*) *Surveys and information on Negro labor conditions.*—Surveys were made of 500 firms employing 50 or more Negroes, showing that approximately over 50 per cent reported their intention for retaining Negro help. The remaining 50 per cent were noncommittal; (*b*) The reports from 14 chairmen during the period of activity in Illinois, June, 1918, to July 1, 1919, indicated a growing scarcity of jobs for Negroes, with conditions most acute in Chicago.

3. *Board of managements.*—Constant advice and counsel were given to the United States Employment Service and the State employment service, and assistance was given to the board of management of the Soldiers and Sailors' Bureau and its branches.

4. *Publicity.*—(*a*) Fifteen articles in daily newspapers of Illinois for the purpose of stimulating interest in and employment of Negro workers; (*b*) 14 special articles for Negro press; (*c*) 10 addresses in public meetings; (*d*) magazine discussions of unemployment situation among colored women.

5. *Placements.*—Besides from the usual hundreds of placements shown in work of offices, a number of special opportunities were secured for specially qualified Negroes. These are cited on account of the usual difficulty in such instances.

6. *Volunteer work.*—(*a*) One thousand solicitations of firms over the telephone in the interest of returning colored soldiers; (*b*) 5,000 appeal letters to Chicago employers, 3 personal visits to Chicago employers; (*c*) organization and direction of "flying squadron" of returned soldiers to solicit positions for comrades.

7. *Returning colored soldiers.*—(*a*) Formation of board of management; (*b*) appointment of special solicitor; (*c*) shop addresses to a total of 17,000 Chicago employees on fair play in jobs for returning soldiers.

8. *Special investigations.*—(*a*) There were three special investigations involving unions, race relations, and discrimination matters; (*b*) investigation of industrial opportunities offered in other States, especially the southern States.

9. *Special conferences.*—(*a*) President Chicago Federation of Labor; (*b*) men of public works in Chicago; (*c*) State Advisory Board, United States Department of Labor, executive committee Soldiers' Bureau, Assistant Federal Director United States Employment Service, superintendent Soldiers and Sailors' Bureau, chairman of board of management, representatives of churches, lodges, women's organizations.

10. *Cooperation.*—Cooperation was had through the supervisor of Negro economics and through local Negro workers' advisory committees with the following organizations: Y. M. C. A., Y. W. C. A., Chicago Urban League, Federation of Colored Women's Clubs, National Association for the Advancement of Colored People, American Federation of Labor, Chambers of Commerce, mayor of Cairo, aldermen of Chicago, superintendent of public schools, Springfield; city attorney of Cairo, State auditor of Jacksonville, and many other organizations and public officials.

11. *Miscellaneous.*—(*a*) Addresses to colored workers in industrial plants, emphasizing regularity, punctuality, and efficiency, etc.; (*b*) opportunities for colored college women; (*c*) opportunities for colored women in domestic work; (*d*) establishment of homes registration service.

CHAPTER XII.

REPORT OF WORK IN MICHIGAN.

Detroit, of course, is the great industrial center of Michigan, and to this point alone it was estimated that in the two years 1916–17 between 25,000 and 30,000 Negro migrants came. The department further estimated that these Detroit migrants came mainly from Alabama, Georgia, Florida, and Tennessee. Reasonable proportion of migrants in accordance with the calls of industry were, of course, distributed among other Michigan industrial cities, such as Kalamazoo, Benton Harbor, Flint, Grand Rapids, Saginaw, Port Huron, and other cities of equal or lesser importance in the industrial fabric of Michigan. The automobile industry made Detroit, necessarily, the most important point of destination for the Negro migrants.

The United States census recorded 5,741 Negro inhabitants of Detroit in 1910, while conservative estimates at the close of the war period placed the number at 35,000. Such an increase in Detroit and correspondingly in other Michigan cities created far-reaching problems of economics and made the State of Michigan essentially one where prompt endeavor on the part of the Department of Labor ought to be made. The Negro residential district of Detroit had become crowded, and as the Negro population spread it became difficult to secure houses in the various localities. Naturally, then, there came a tendency toward neighborhood segregation and a resulting sharp division between newcomers and the older residents. These conditions called for consideration and sympathy on the part of every agency, public or private, and in the mind of every person.

The pressing need of Michigan enterprises for laborers caused her industrial captains to make theretofore unheard-of wage conditions. Aside from the Negro laborer, thousands of workmen from all other parts of the country and from European cities soon found location in Michigan. Therefore the department sent a Negro expert to supervise and handle, cooperatively, the many problems growing out of the presence of an unusual number of Negro workers—skilled, semiskilled, and unskilled.

It seems pertinent to make a brief mention of some of the agencies which were functioning in economic and civic matters in Michigan cities prior to the establishment of the Division of Negro Economics.

The Michigan State labor department has always been well organized and had been giving its usual attention to purely local matters. The United States Employment Service of the Department of Labor had been well established in Michigan, and was growing rapidly in its power and capability to take the proper initiative in fostering and promoting the welfare of workers whenever such workers came under the supervision of the Government, particularly in regard to the war-labor program which included, in certain instances, beginning August 1, 1918, the recruiting and placing of large numbers of workers.

No arrangements had been made, however, by the United States Employment Service for handling the unusual problems which grew out of the presence of 30,000 or more Negro newcomers. Among the private agencies which had been doing laudable work in the Detroit district there may be mentioned the Detroit Urban League, which had been successfully active and competent in handling the problems of Negro labor. In this connection it is interesting to note some early experience which the Detroit Urban League had.

Number of male and female workers requested by employers through the joint employment office and the Detroit Urban League July 2 to Dec. 23, 1917.[1]

MALE.

Laborers	846	Metal carriers	16
Laborers (outside)	778	Tool makers	15
Truckers (automobile)	336	Repair vacuum cleaners	14
Janitors	225	Riveters	8
Molders	160	Metal (unspecified)	7
Machinists (unspecified)	109	Cutters (unspecified)	6
Porters (unspecified)	102	Watchmen	6
Laborers' helpers	69	Assembly men (automobile)	5
Yardmen	67	Assembly men's helpers	26
Kitchen men and dishwashers	54	Farm (unspecified)	3
Furnace tenders	70	Block testers	2
Mechanics	48	Pipe layers	2
Core makers	45	Rivet buckers	2
Housemen and bell boys	28	Paper hangers	2
Chauffeurs and crankmen	10	Miscellaneous (unspecified)	2,431
Elevator men	26		
Coal passers (laborers)	24	Total	5,542

FEMALE.

Laundry (day)	123	Factory (cigar)	18
Maids	45	Cook	15
Factory (garment)	32	Office	2
Dishwashers	24	Miscellaneous	14
General housework	25		
Ushers (theater)	19	Total	317

Number of Negro workmen employed on Apr. 27, 1917, by firms with which Detroit Urban League had touch.

Packard Motor Car Co. (May 18)	1,100	Detroit Pressed Steel Co.	50
Buhl Malleable Iron Co.	280	Hudson Motor Car Co.	50
Ford Motor Car Co.	200	Detroit Stove Works	27
Continental Motor Car Co.	200	Paige Detroit Motor Car Co.	20
Aluminum Castings Co.	150	Saxon Motor Car Co.	20
Michigan Steel Castings Co.	170	Hupp Motor Car Co.	20
Michigan Copper & Brass Co.	125	Detroit Seamless Tubes Co.	20
Michigan Central Railroad Co.	100	Monarch Foundry	15
Michigan Malleable Iron Co.	100	Michigan Smelting & Refining Co.	100
General Aluminum & Brass Co.	65		
Chalmers Motor Car Co.	62	Total	2,874

These data were compiled early in 1917 and therefore do not indicate the increase and pressing demand for Negro labor which existed at the climax of the war period. They show, however, how the demand began to grow and how the inclusion of the Negro worker, in larger numbers than ever before, secured his economic standing in the great industry of Michigan.

[1] Reprinted from "Negro Newcomers of Detroit, Mich.," by George E. Haynes, Ph. D., published by Home Missions Council, New York City.

Such well-organized machinery for handling economic problems as was found in Michigan, lightened the plans of the department and called for a slightly different program from that which was to be followed in other States.

Forrester B. Washington, who, as is observed in the Illinois report, had been first appointed by the department as supervisor of Negro economics for Michigan, later, in June, 1918, began work, with headquarters at Detroit. Mr. Washington had been executive secretary of the Detroit Urban League and had handled personally more than 8,000 Negro workers during his earlier work in Detroit. In the following months of July, August, and September Mr. Washington formulated the early plans for the work of the Division of Negro Economics in Michigan. He made a number of surveys of labor in Michigan cities and, under the immediate supervision of the United States Employment Service, gave specific advice with regard to, and handled personally, a great number of Negro labor problems, particularly in the matter of recruiting. The early Michigan plans called for Negro workers advisory committee formations in the industrial district with a supervising State committee of white and colored persons.

Consequently the Michigan program was well formulated when, on October 1, 1918, Mr. Washington was transferred to Illinois, being succeeded in Michigan by Dr. William Jennifer, formerly special agent and examiner under the United States Employment Service with official station at Washington, D. C. Dr. Jennifer entered upon the work with a background of years of experience in matters relating to Negroes in the United States Bureau of the Census, where he had assisted in compiling the bulletin known as Negro Population in the United States 1790 to 1910. Dr. Jennifer took his post under the Michigan Federal director in October, taking up the plan as started by Mr. Washington.

Dr. Jennifer at once continued the seeking out of representatives of the industrial ranks, professional men, educators, and churchmen for increased cooperation in Michigan. His itinerary on this mission included Ypsilanti, Ann Arbor, Jackson, Battle Creek, Kalamazoo, Benton Harbor, Niles, Cassopolis, Grand Rapids, Saginaw, Bay City, Flint, Lansing, Port Huron, and Pontiac. Later, similar itineraries made possible his planning of the State conference for December 14, 1918. At that conference, which was presided over by the Federal director of the United States Employment Service, the committees on organization, plans of work, and women's work made their reports and an open discussion, in which all were invited to take a part, was had regarding the peculiar local problems of Michigan points. It was interesting to note that several special experiments were being made in Michigan respecting the efficiency of Negro women workers. This group of workers—in industry and in personal and domestic service—was of rather large proportions, hence the committee on women's work at the Michigan conference made a special report which follows.

EXTRACT OF REPORT OF COMMITTEE ON WOMEN'S WORK.

Plans devised for changing industries from a war basis to a peace basis, the main point being to bring about this change without throwing many out of employment.

1. See that the work is the proper sort of work for a woman or girl.

2. See that conditions are suitable—
   (*a*) From the hygienic standpoint.
   (*b*) From the moral standpoint.
3. Standards: Work to secure the following:
   (*a*) Eight-hour day.
   (*b*) Forty-five minutes lunch hour.
   (*c*) Ten minutes rest in the morning and 10 minutes in the afternoon.
   (*d*) No work between 10 p. m. and 6 a. m.
   (*e*) No sweatshop work.
4. Sanitary conditions (ventilation, lighting, temperature, cleanliness):
   (*a*) Such as affect washrooms, lunch rooms, lockers, toilets.
5. Minimize hazards connected with the work:
   (*a*) Such as result from fumes, dust, chemicals, dampness, and lack of proper ventilation.
   (*b*) Good environment.
   (*c*) Lifting not exceeding 25 pounds.
   (*d*) Wages—a living wage.
   (*e*) Age limit. (Conformation to child-labor laws.) (Education-compulsory laws.)
6. To further promote our plans, we must have a list of industries in which colored women are employed:
   (*a*) Investigate to find out cause where only white women are employed and strive to secure the employment also of colored women where such discrimination exists.
7. Efficiency should be striven for in several different ways:
   (*a*) Such as number of hours service given weekly.
   (*b*) Quality of service given.
   (*c*) Geniality of temperament, pleasing personality.
8. See if there be segregation in the rest rooms, and in the wages. If so, seek remedy:
   (*a*) See that in the training schools the colored girl gets the same advantage as the white girl.
   (*b*) See if there be a chance for promotion of colored girls in the factory or work-place under consideration.
   (*c*) Study the class of workers to which we make appeal.
   (*d*) Find out the attitude of the employer and employee each to the other. Strive for amicable adjustment of differences.
   (*e*) Study how the employer can be best appealed to and reached.

The undersigned committee accepts this outline as a basis for work and will organize to put it into operation in accordance with the needs of the individual localities.

Mrs. HELEN B. IRVIN, *Temporary Chairman.*
Mrs. E. C. HASKELL, *Secretary.*
Mrs. MAUD HENDERSON.
Mrs. E. L. JOHNSON.
Mrs. MARY E. MCCOY.
Mrs. A. C. HAFFORD.
Mrs. MATTIE O. REED.
Mrs. MATTIE L. JOHNSON.
Mrs. Mrs. LUCY L. BERRY.
Mrs. HELEN B. BROWN.
Miss ETHEL HENSLEY.
Miss O. L. WILLIAMS.
Mr. JOHN M. RAGLAND.

Inasmuch as there already existed in the Department of Labor a women's bureau which was handllng, on a broad basis, policies respecting the ideals and accomplishments of women workers, the plans of this early Negro workers' conference were shaped to include the needs and conditions of women workers throughout the State. Out of the conference there grew a State Negro Workers' Advisory Committee, which was the overhead organization for the following county and city committees: Bay, Berrien, Genesee, Ingham, Jackson, Kalamazoo, Kent, Muskegon, Oakland, Saginaw, St. Clair, Washtenaw, Wayne, and Calhoun.

As illustative of the kind of cooperation which the department was able to secure in Michigan, the interests represented at the conference and on the State Negro Workers' Advisory Committee are cited as follows: The Y. W. C. A., the Y. M. C. A., the State Federation of Labor, the State Missionary Society, union and nonunion labor merchants and business men, professional classes, the press, private and social welfare agencies and governmental agencies. All these units gave freely of their influence in the matter of shaping plans and policies for the welfare of Negro workers. Where there was such a community of interest industrial conditions and needs in the matter of racial adjustments were remedied with comparative ease, for reaching into any plan of solidarity of such a nature there come potential forces from every unit in the community and State and the ultimate successful results may be anticipated from the very beginning.

At later dates the Michigan supervisor visited practically every important point where Negro labor was involved throughout the State and the various county and city committees were given authority to carry forward concrete plans in labor matters. One or two strikes were investigated. The usual efforts in seeking and securing placements for Negro soldiers were made. Groups of laborers who were perhaps on the verge of striking were visited and conferred with, and their employers, where practicable, were given departmental advice. Congested housing conditions in Detroit and other cities were given such practical attention as were possible. Extraordinary efforts were made in seeking placements at plants for Negro women. A number of mass meetings for creating better sentiment and high morale were held at strategic points. In pressing cases of placements, telephone inquiries were made direct with Michigan factories and employment blanks and notices were given to men for filling out and filing. On Sundays it was possible to have read in Michigan churches notices of unusual interests to colored labor.

In Michigan, as in other States, there were found employers who had not employed colored workmen. Such employers were visited personally by the supervisor and were impressed with a statement of the efficiency, conduct, and work of many Negro workers in Michigan and elsewhere.

In all it would be difficult to tabulate specifically the many and varied steps which were taken in Michigan. Such steps, however, were based upon the complete plan of the Secretary of Labor and included the same policies that the Department of Labor was charged to carry out in the interests of all workers of the United States, white and colored, male or female.

The Federal director of the United States Employment Service commented with great favor upon the work of Dr. Jennifer by the Michigan supervisor of Negro economics. (See letter quoted on p. —.)

CHAPTER XII.

REPORT OF WORK IN MISSISSIPPI.

Mississippi, with its great farm land and cotton areas, its tremendously active lumber interests, its thousands of Negro workers who were performing the greater part of labor in connection with those industries, offered many complex problems for the Department of Labor in carrying into this State the work of the Division of Negro Economics. From the strict standpoint of economics the output from the above industries had been jeopardized throughout the war period by the tremendously large migration northward by Negroes from the agricultural districts of Mississippi. It was difficult to estimate, as has been done in the other Southern States, the exact number of Negroes leaving Mississippi points, for the reason that a great many of them were drawn from between southern and northern Mississippi, while many others migrated to Arkansas regions and returned to Mississippi.

However, of the four to six hundred thousand Negroes who did in fact come from Southern States to the North during the war it is safe to say that Mississippi contributed a larger proportion than any other State in the South. On the part of workers it had long been alleged that Mississippi wages were low. Sawmill wages were quoted in 1916 as $1.10 a day, while ordinary hand labor in the agricultural districts, it is said, was paid for at rates as low as 60 and 75 cents a day. Four dollars a week was said to be a fair wage for domestic and personal service, and even though wages were reported to have increased during the period 1916-1918 from 10 to 25 per cent, northern industries drew from Mississippi thousands and thousands of its Negro workers, male and female. Being an agricultural State, producing cotton, foodstuffs, and the like, and Negro workers performing the bulk of labor in connection with agriculture, Mississippi labor shortage soon became a very serious matter to productivity of this State.

When the United States Employment Service with headquarters at Meridian, Miss., arranged to supervise the State work of the Division of Negro Economics, the racial consciousness of Negroes was so strongly developed and interracial relations became so cordial that it was possible at once to bring about an immediate cooperation of State, private, and Federal agencies which was not surpassed by that of any other State or locality. The State board of education, the Mississippi Welfare League, chambers of commerce throughout the State, the United States Department of Agriculture, the Mississippi Association of Teachers in Colored Schools, the Negro banks, colleges, and various other private organizations promptly pledged their full support to the work of Negro economics.

Consequently, following a preliminary trip through Mississippi of the Director of Negro Economics and following a meeting of the Southern Sociological Congress on July 12, 1918, the service of Negro economics was established under the immediate supervision of the

United States Employment Service, and Rev. J. C. Olden, who was well known and respected by citizens of Mississippi, was appointed as supervisor of Negro economics for that State. Prior to that time Mr. Olden had been assisting the United States Employment Service district superintendent in Mississippi and Alabama points in furthering the aims of the Employment Service and in stimulating the sentiment and desires of Negro workers. As a result, he had built up a strong chain of support, particularly in the churches and schools.

Among the early concrete results of the Negro workers' advisory committee there may be cited the three following:

1. Cooperation among the railroad shop workers of Meridian.
2. Discriminatory practices in connection with the "work card" system in Meridian were brought before the proper authorities and the entire scheme abolished.
3. The Federal director requisitioned the entire forces of our advisory committees and delegated to them the big responsibility of direct assistance in the placing of Negro soldiers.

It is apparent that these results were made possible through the new consciousness of the Negro wage earner as to his worth as a producing agent and as to his having a higher regard for his employer.

In November, 1918, the supervisor formulated a publicity program which was furthered throughout the State in January, 1919. The principal purposes of that program are given below, and it may be noted that through the county line-up of Negro workers' advisory committees in the State it was possible to reach every public and private school and college in the State as well as the public in general:

1. Members of advisory committee to present the work of the department before all schools in their respective districts where no travel is necessary.
2. Supervisor Negro economics to present the work before all schools and colleges not covered in this allotment. Allotments to be made and specific dates set at the meeting of State committee (December).
3. Each school and college will be asked to join the ranks and support the work and give a written indorsement of the same.
4. From time to time (afterwards) the schools will be kept in constant touch with our work by means of literature and personal visits.
5. The State department of education will be asked to indorse our program and release copies of their indorsement to all white superintendents and colored supervisors.
6. Assistant State supervisor of Negro schools will be asked to assist in allotting schools to committee members.
7. Members of the State committee will be urged to present our work before every public gathering—fraternal, business, religious—possible in their various districts.
8. All white organizations of influence that believe in the uplift of the Negro will be asked to indorse our program and lend every influence toward its accomplishment.
9. If possible the ministry of the State will be asked to prepare special sermons, bearing on our work, for the second Sunday in January.
10. Members of the State committee will be asked to see that in all emancipation celebrations for January 1 our work shall be presented.

As being concretely indicative of the record for the departmental work in Mississippi there may be mentioned the following typical commendations of two large Mississippi firms, which said:

1. We trust that you will remain in Meridian as long as you possibly can and make as many talks as it is possible for you to make to other employees as well as to ours.
2. We wish to write this testimonial unsolicited by you as to the beneficial results of your inspiring talks to our employees. We were very much impressed with your talks and found that our white employees seemed to enjoy them and profit by them as much as our numerous colored workmen.

The State Negro workers' advisory committee was effectively organized with a membership of 29 and having representation at the beginning from 25 counties of the State and prompt steps were taken

for the formation in the counties of subcommittees. Prof. R. S. Grossley, assistant supervisor of Negro schools, later field organizer for the United States Employment Service, made a survey of the northern portion of the State and outlined the organization of the county committees. The State committee decided that its plan of organization and work should be released to representatives of various welfare organizations of the State and that, as far as possible, the work should be outlined before local societies, such as the Red Cross, insurance companies, and the like. Letters stating the purpose and plans of the committee of organization were released through the United States Employment Service to its subsidiary officials throughout the State. Of interesting importance in the way of cooperation there should be mentioned the attitude of the Methodist Episcopal Conference of the State of Mississippi, which indorsed completely the departmental program. This conference had previously carried on a campaign in the interest of efficiency of Negro wage earners, and was quick to recognize the facility to be gained through official functions.

In January, 1919, the supervisor visited a number of Mississippi counties and cities, among which were McComb, Pike, Amite, Walthall, Lincoln, Marion, and Crystal Springs. At these points county teachers' meetings were attended and full cooperation of the teaching forces secured. Prof. Grossley, representing the State board of education, was present at these meetings and his subsequent work calls for the sincere thanks of the department to him and to the Mississippi State educational department for their constant help, Mr. Grossley having served throughout the work as a dollar-a-year man.

The domestic help problem mentioned previously in this report gained particular significance by March, 1919, and in line with the policies of the United States Employment Service to assist in relieving this problem a survey was made by the supervisor, from which the following facts were adduced:

1. Conditions.—(*a*) Unrest among domestic help; (*b*) constant shifting of domestic help; (*c*) lack of interest in work and efficiency among domestic help; (*d*) absolute refusal to work on part of domestic help.
2. *Apparent causes.*—(*a*) Low wages; (*b*) lack of sympathetic cooperation between women employers and women employees.

Concerning (*c*) and (*d*) under the conditions we find the following very human attitudes expressed in this simple manner:

> What's the use of doing good work when we get poor pay? It is better to do nothing "for nothing" than to work "for nothing."

In the way of suggestions for relief the supervisor recommended that a vigorous campaign of conferences with women workers be begun, together with added assistance from the colored ministry to the end that cooperation of the women workers and women employers might bring forth some concession on the part of employers to the efficient women workers in the matter of wages. These conferences were had and, in many instances, the problem was much relieved.

The program of work of Negro workers' advisory committees varied to some extent in accordance with the peculiar conditions of each State. The program of work which was outlined for Mississippi is given here below as showing the most stable means of accomplishing the objects of the work in this State.

SUGGESTIONS TO INDIVIDUAL MEMBERS OF THE NEGRO WORKERS' ADVISORY COMMITTEES FOR FIRST STEPS IN LOCAL ORGANIZATION.

1. *Calling together colored representatives.*—It will probably be well to call together four or five most responsible colored citizens (at least one of them should be a woman) in your county, town, or city and go over with them in detail, the plans and purpose of the State Negro workers' advisory committee. In calling together these persons all possible factionalism should be avoided. The men and women called together should be the leaders of various organizations and the various occupations of the community.

2. *Get in touch with white employers.*—The Federal Director of the United States Employment Service of your State, or the Supervisor of Negro Economics will give you, if you write him, the names of some white citizens of your community whom these officials depend upon for local matters. You also know some of the most responsible and trusted white employers of your locality. It will be well to go to them for information and advice about cooperation of white people in your efforts on labor questions affecting the colored people. In case you do not know the name and address of the State official, write for the information to the chairman of your State Negro workers' advisory committee or to Dr. George E. Haynes, Director of Negro Economics, Department of Labor, Washington, D. C.

3. *Explain to white citizens the organization of the State committee.*—The representative white men in your community should be interested. Get in touch with two or three of them, as suggested under No. 2, and tell them about the organization of the State Negro workers' advisory committee. Explain to them that this committee has cooperative white members; explain further the plan to have a county and neighborhood Negro advisory committee with white cooperative members. It is well to ask their help in securing white citizens as permanent cooperating members of the county and local advisory committees. As soon as you decide on representative colored men for members of your local committee, and white men who may be recommended for cooperating members, send those names, with comments about the persons, their occupations and other connections, to the chairman of your State advisory committee.

4. *Reaching the colored population.*—The large numbers of colored people may be reached through the churches and the lodges. A personal visit made by you or some other responsible person to talk to those attending each church and each lodge is necessary. They need to be informed about the relation of their productive labor to agriculture and industry. It will help also to secure white citizens to talk to Negro audiences. The facts about the purpose of the Department of Labor in organizing these Negro workers' advisory committees should be stated (see Article II of the constitution of the committee). Explain the present labor crisis and the important part Negroes are playing and can play in getting one hundred per cent production. The Department of Labor desires to get these constructive plans before your community very soon by your help and the help of others on the State Committee. As soon as you are in a position to put further plans in operation, please signify that by writing the chairman of your State Advisory Committee or to the Supervisor of Negro Economics, Department of Labor, Meridian, Miss.

5. *Cooperation in adjusting conditions.*—If there is anything in your community which is causing restlessness and dissatisfaction among the colored people and you think these should be brought to the attention of white employers go to two or three white citizens whom you can trust or the cooperating members of your committee and ask them to help you get the facts relating to such dissatisfaction before the members of local authorities or employers.

Please bear in mind, however, especially in giving complaints, by all means to have some constructive plans and suggestions to correct and satisfy the complaints of the colored people. As you will agree, it is not sufficient and it is poor policy to go forward at any time with complaints and not have positive plans for remedying them. Some practical, constructive suggestions and plans which can be proposed to remedy causes are by all means essential.

Furthermore, we should not always expect to have our plans to remedy those conditions adopted. Other citizens may have better plans. The aim of the Negro workers' advisory committees is to help with constructive plans and programs to assist our country in getting the largest production in agriculture and industry and at the same time to help secure improved conditions among Negro wage earners. Both these ends can best be reached by constructive plans and programs.

6. There is being organized, now, by the United States Employment Service what are known as community labor boards, made up of representatives of the employers, of the employees, and of the United States Employment Service. You should get in touch with the white men who are on your local community labor board. If there

is no local board, you should endeavor to obtain, through the Supervisor of Negro Economics, the names of white citizens with whom you should get in touch on employment matters.

In case you do not know who the local members of your community labor board are, you should write to the Federal Director of the United States Employment Service of your State, to your State Supervisor of Negro Economics, or to the Department of Labor, Washington, D. C.

7. *Some of the types of work which you can begin.*—(*a*) Holding public mass meetings to inform the people about the need for systematic labor; (*b*) Discussions at regular church and lodge meetings and other gatherings; (*c*) Bringing to the attention of the United States Employment Service any misunderstandings among the colored people about the use of that service by them.

Further suggestions will be furnished you upon request.

Any other things which it seems to you it would be well to do in your community you may take up with the chairman of your State Advisory Committee or with the Supervisor of Negro Economics of your State, if one has been appointed.

GEORGE E. HAYNES,
Director of Negro Economics.

OCTOBER, 1918.

January, 1919, found the work in Mississippi well under way. The program of work had been presented at the Meridan Emancipation celebration exercises. The introductory card made up by the supervisor and approved by the Federal director to be used in connection with the recruiting had been sent out and a subsequent State committee meeting, as the work developed, had been planned. This meeting was held on January 27, 1919, in the Board of Trade Building of Jackson, Miss., and the following points were discussed:

1. Organization.
2. Efficiency of Negro labor.
3. Better conditions for farm labor.
4. Boys Working Reserve.
5. Plantation life in the Delta.

The Federal Director of the United States Employment Service was present and emphasized the need for a readjustment between men, races, and nations, and the common basis of understanding of right and justice. A cordial spirit of good will and hearty cooperation existed throughout the meeting and every interest was more strongly linked up than ever before in the purpose of furthering the plans of the Department of Labor. The organization of the Boys Working Reserve, an organization of youthful members to substitute for men who were in the Army in planting and harvesting the agricultural crops, was taken up. Later on the Boys Working Reserve Organization among Negro youth of Mississippi became efficient and helpful. At the close of January the plans as applicable to Mississippi were well established for returning soldiers. In Feruary 1919 the Supervisor visited Yazoo City, Greenwood, Indianola, Greenville and Vicksburg. He reported increased thrift among Negro men and women and full time labor in the cotton fields. He reported, however, that in regions where conditions were particularly bad there were miles and miles of fields of unpicked cotton.

In December, 1918, Supervisor Olden, who returned to his ministry, was succeeded by Lemuel L. Foster, who took over the duties as supervisor of Negro economics for Mississippi. Mr. Foster had been trained at Fisk University, had done considerable welfare and social work in the South, and for one month prior to his appointment, had given voluntary assistance to the United States Employment Service in furthering its work. Mr. Foster took up with vigor the program

begun by his predecessor and supervised the work until its close, June 30, 1918. Among the surveys he made a special report on two of the large lumber companies of Mississippi, which had realized the need of uniformly good working conditions and recreational facilities for its workers. He reported in these two instances a contented and efficient working force and a lack of turnover. These surveys were considered of sufficient importance for a departmental release and the facts were given wide publicity in order to stimulate other employers and other employees, respectively, to establish and to hope to receive the same treatment.

The following letter from the Federal Director of the United States Employment Service shows the valuation which he placed upon the economics work as conducted in Mississippi:

UNITED STATES EMPLOYMENT SERVICE,
Meridian, Miss., January 29, 1919.

From: Federal Director.
To: Director General.
Subject: Negro Economics Division.

1. In reply to letter from Assistant Director General, dated January 23, in reference to Division of Negro Economics.

2. In this connection the writer wishes to state that this service is providing an office on the same floor as the office of the Federal Director for the Supervisor of Negro Economics. The present supervisor, L. L. Foster, a young Negro of energy, is conferring almost daily with the Federal director in reference to his work.

3. The writer attended the meeting of the Negro State advisory board in Jackson, Monday, January 27, at which meeting plans were perfected for the organization of the Negro boys between the ages of 16 and 21 in Mississippi in the Boys Working Reserve. Cooperation has been obtained from the State Agricultural College, and they have agreed to supply instructors wherever necessary to instruct these Negro boys in a short course prepared by the reserve. Arrangements were made for visiting and organizing reserves in approximately 20 industrial Negro schools in the State for the giving of this course in connection with these schools in the early spring. This service will then undertake to place these students in active farm work as soon as school is closed.

4. Plans are under way to utilize the Negro agricultural college for a more extensive course in the early summer which will put Negro boys in line with the same work proposed for the whites.

5. It might be added that the work of Negro economics, since it has been clearly coordinated with that of the Employment Service in the State of Mississippi, promises to be of much use from now on. Meetings of Negro school-teachers gathered in district conferences, with attendance of from two to three hundred, have been addressed and informed as to the work of the Employment Service, Boys Working Reserve and Negro Economics. About fifty of these conferences have been held.

6. The Negro Workers Advisory Committee in the State of Mississippi is well organized and the work is prospering very satisfactory.

H. H. WEIR,
Federal Director.

The membership on the advisory committee of white and colored citizens included the former mayor of Meridian, the vice president of the Citizens' National Bank, the clerk of the chancery court, and a prominent business man, all of whom were representative white citizens, shows again the type of cooperation which the department was able to secure.

CHAPTER XIII.

REPORT OF WORK IN NEW JERSEY.

Prior to the war, Negro workers had been employed here and there in industrial and agricultural pursuits in New Jersey. A fairly good wage was paid to the Negro workers in the occupations to which they were admitted. With the increased demands of the war, industries in New Jersey quite naturally became attractive locations for thousands of Negroes who came north. It is estimated that at least 25,000 Negro migrants located in the cities of New Jersey during the period of 1916–17. The probable distribution of these newcomers, on the estimated basis, is indicated in the following table:

New York Central camp, Weehawken	500
Erie camps:	
Weehawken	300
Jersey City	100
Philadelphia & Reading, Pennsylvania R. R., etc., camps	1,300
Jersey City	3,000
Newark	7,000
Carneys Point	3,500
Trenton	3,000
Camden	2,000
Bayonne, Paterson, and Perth Amboy	4,000
Wrightstown and South Jersey	3,000
Orange, Montclair, Paterson	3,000
Total	30,700

Various agencies, Federal, State, and private, were keeping in touch with conditions affecting the labor situation of New Jersey for some time prior to the establishment of the Division of Negro Economics. Among the more important agencies giving special attention to Negro affairs were the Associated Charities of Newark, the Urban League of Newark, and the State Bureau of Negro Migrants of the State Depatrment of Labor, under the direction of Col. Lewis Bryant. This work caused increased attention to be given to matters pertaining to Negro workers. Correlating the efforts of these organizations, the United States Employment Service had carried forward the employment policies and developed the recruiting and placement facilities in every field of labor, including Negro labor. It was quite natural, then, that the Department of Labor, having established a special Negro economics service, should turn to these agencies in the beginning for advice and assistance in putting into effect its special plans for improving conditions and relations of Negro workers.

A hasty preliminary survey was undertaken in Newark, N. J., by William M. Ashby, at that time executive secretary of the Urban League, at Newark, N. J., and later supervisor of Negro economics for New Jersey. The city of Newark was the largest industrial center in the State and was a pivotal point from which departmental activities affecting Negro workers might be well directed.

The Negro population in Newark in 1910 was approximately 10,000. By 1918 there had been an addition of from 8,000 to 10,000 and at the close of 1918 this number had been increased. The mean number of deaths for 1917 was about 550, or probably 20.23 per cent per 1,000, a rather large number, probably on account of the newcomers from the South who were subjected to very unfavorable housing and living conditions under the severe New Jersey climate, and who were not advised as to proper clothing. These figures were corroborated by prominent insurance companies.

Unlike most cities, in Newark there had been previously no distinct Negro quarters. With the influx of newcomers, however, Negro districts formed and from a few families large neighborhoods developed. The general trend of living conditions indicated a merging together of the older residents and the newer Negro population. Housing conditions were poor and rents were high. In a number of cases 10 and 12 persons lived in two or three rooms. The high purchase prices of properties and excessive rents, which increased in keeping with the law of demand and supply, and the restricted area where colored people could purchase, often keep the newcomers from securing suitable quarters.

Negroes were engaged, principally, in the unskilled work in chemical plants, transportation, trucking, shipyard work, leather factories, iron molding, foundries, construction, and team driving. In Newark the Negro construction workers and iron shipbuilding workers formed a union which did not win the recognition of the secretary of the State Federation of Labor because he said the Negroes wanted to choose a name that was already in use by another union. A smeltermen's union was organized in Trenton among the Negroes. Their delegate sits in the Federated Union Council of the city. A hod carriers' union, Local No. 1, elected a Negro as delegate. This union has about 1,200 members, about 50 per cent of whom are white. The teamsters' union of whites and Negroes has a Negro delegate.

It is estimated that 6,000 male and 1,000 female workers were employed in the several industries in Newark alone. The Negro female workers found employment in toy factories, shirt factories, clothing factories, and glue factories, at an average wage of about $8 a week. In the shell-loading plants the pay was much higher. This is true of pieceworkers in other occupations, too. Negro women were also at work in garment factories, tobacco factories, toy factories, shell-loading plants, celluloid manufacturing, food production, leather-bag making and trunk making, as well as in assorting cores in foundries.

Negro women became reluctant to take positions as domestic servants on account of increasing demands for their services in industrial plants. Occasionally, a machinist, a carpenter, a millwright found employment as a skilled worker, and hundreds of riveters were employed in the Federal shipbuilding agencies and districts, not to speak of private concerns. Calkers and shipfitters were also in demand. Anglesmiths, boiler makers, packers, molders, steel chippers, and stationary firemen found ample employment.

As a hopeful sign there may be pointed out the small amount of friction between male workers of the two races; race relations were scarcely ever other than harmonious. Difficulties were more frequent among females. There were difficulties, also, when Negro skilled workers were first put on any job. Also, there were occa-

sional difficulties where white and colored workers were engaged in the same plant.

The Negro church is the most effective agency for dealing with Negro workers, and through their church life a larger connection can be made than in any other way, but, unfortunately, it was only the individual ministers who took the Negro's industrial advantage seriously and tried to point out to him the industrial virtues. The church situation, therefore, is always an important factor to understand in any community. Newark is predominantly a Negro Baptist community. In some cases, migrants from the South brought pastors of their own denominations with them and they reestablished their congregations in the new home. The department found a great need for handling social and industrial problems and began cautiously to develop a program of work for the entire State.

Accordingly, William M. Ashby, mentioned above, a graduate of Lincoln and Yale Universities and a man of unusual experience in industrial and social work, was released by his organization to the Department of Labor to be supervisor of Negro economics for New Jersey. Mr. Ashby at once made a brief investigation of certain New Jersey firms, visiting the cities of Elizabeth, Jersey City, Bayonne, Garwood, Mays Landing, Camden, Paterson, Camp Dix, Camp Merritt, Atlantic City, Carneys Point, and other strategic points. Prominent firms in these cities, engaged in fulfilling both Government contracts and contracts for private firms and individuals, expressed their desire for the assistance of the Department of Labor.

To three large firms in Camden the supervisor suggested the placement of a Negro foreman, in order to handle with the greatest satisfaction gangs of Negro workers. This suggestion was adopted in each case. At Amatol, a shell-loading plant was approached by the supervisor in the matter of the diversion of a large number of colored women workers from Atlantic City. Three hundred and eighty-five such workers were secured in a few days.

A large plant at Paulsboro, which was running only one-fourth of its capacity on account of the labor shortage, was assisted by recruiting workers from Camden. This firm was engaged in making French shells. At Camden, a shipbuilding company received a supply of Negro workers through the employment activity of the supervisor.

For a firm in Garwood, which was making steel and brass rods for the United States Navy, men were recruited from Newark. To a Jersey City firm with a Government contract to supply meat for overseas, the supervisor brought, within five days, about 45 Negro workers. At Pompton Lakes, a plant running only to about 60 per cent of its capacity because of labor shortage was assisted in securing about 25 colored men. This plant had feared racial friction; but under the advice of the supervisor, no racial trouble came as a result of bringing these colored men.

In Grasseli, Newark, Edgewater, Kearney, Lakehurst, Freehold, Chrome, and Bound Brook, at later dates, the supervisor gave similar assistance, placing in all over 250 Negro workers in the course of about three weeks.

On another itinerary, the supervisor visited Paterson, Elizabeth, Orange, Plainfield, Bayonne, Trenton, Atlantic City, Asbury Park,

Perth Amboy, Dover, and Roebling, making observations of labor shortages and assisting in recruiting and placing Negro workers to supply the needs.

As samples of such observations and practical action which followed, there are cited below five brief investigations conducted by the New Jersey supervisor in November, 1918:

1. A female employee of the ——— Co., being an operator on a night shift, was overheard by me to complain of unjust treatment on a threat of ejection in the middle of the night from the plant of the aforesaid company, by one of its assistant foremen. Fearing that her story, though harmlessly told, would create an erroneous impression and probably thereby menace the opportunity of other operatives, I interrupted her and asked her to repeat it to me. Upon hearing it in full, I took her to the representative of the company in this office and with her assistance an interview with the employment manager and general manager was secured. The statement of her case in this interview—at which also was the assistant foreman against whom the complaint was made—was thoroughly considered and satisfactorily settled. Thus, the suspicions of other Negro workers who were sought for this plant were met and dispelled.

2. In an attempt to produce greater efficiency among the colored women operatives of the ——— Co., I had a lady of our department, along with the lady in charge of a colored social settlement, interview the superintendent of the women's department of the company. The superintendent of the above-mentioned company reports that, as against 12 colored women, the number with which they started three months ago, there are now 122 colored women, and that their work is very creditable under the direction of a matron who is colored. Efficiency clubs will be organized in this shop.

3. A female employee of the ——— Co. complained of discrimination received at the plant for which she worked. The supervisor of Negro economics had the matter investigated and received report that this company had ceased operation on account of cancellation of contract. Case can not be carried further.

4. A general circular form was sent to 55 employers of Negro labor throughout the State of New Jersey, to ascertain the quality of the work which is being given by such labor. The replies are varied, the general tone being very commendable.

5. The investigation at the ——— plant revealed that there are now about 60 colored women operatives whose work is commendable as against the unit of 10 which we started there when the opportunity was opened.

In keeping with the plans of the department, the New Jersey conference, drawn along the lines of prior conferences in other States, was called and held on Friday, November 22, 1918. Representative citizens, white and colored, from all over the State were present. The following program was carried out:

The constitution of the Negro workers' advisory committee was adopted, and shortly thereafter the formation of committees was begun. On account of the location of persons and problems in the cities of New Jersey, it was more practicable to begin at first the formation of the city committees than to follow the plans of other States and form, first, the State and county committees. Accordingly Negro workers' advisory committees were soon formed in Paterson, Newark, Camden, Trenton, Atlantic City, and several other New Jersey points. These committees functioned under the direction of the State supervisor of Negro economics and in close cooperation with the United States Employment Service and other public and private organizations.

As a sample of other activities in this State, the following extracts are given. The following concerns the peculiar condition which the New Jersey supervisor found at Camp Dix, N. J.:

REPORT ON SITUATION AMONG COLORED SOLDIERS AT CAMP DIX, N. J., WHO ARE TO BE DEMOBILIZED SOON.

On Friday, January 3, 1919, I went to Camp Dix. Immediately on my arrival I went to Y. M. C. A. Hut No. 7, which is used by Negro soldiers. Mr. Shelby Davidson, secretary, and Mr. C. T. Greene, assistant secretary, were interviewed. In the course of interview the point of most significance was the fact that there was a decided aversion on the part of all the men attaching their names to anything which spelled United States, as most of them believed it meant reenlistment. This corroborated the statement made by Mr. William Banks, of the Employment Service, now in the camp. The secretary mentioned also the fact that men from the United States Employment Service had talked to the colored men to enlist their interest, but few had gone over.

I then went to Building 928, where I met Col. Casper H. Cole, the commandant, and Mr. William Banks, who is in charge of the United States Employment Service in the camp. I inquired whether colored men came into the office in great nembers. The answer was negative. The reason for this was, I believe, due to what was said above, that men are afraid to sign their names to Government matters. I asked if the command that all soldiers in the camp be marched to the employment office before their demobilization applied to colored as well as white men. The answer was affirmative.

After their supper I spoke to about 300 colored men in the Y. M. C. A. and explained the situation more clearly relative to the Government's position in interest of getting men work as soon as they are discharged.

My suggestion on the situation as applicable to all men in the camp, white and colored alike, is that in speaking of railroad opportunities men say "Pennsylvania Railroad," "Reading Railroad," or "Santa Fe," etc., instead of saying United States Railroad Administration, and also that in speaking of shipyards they say "Submarine," "Newport News," "Bristol," "Tampa," etc., instead of United States Shipping Board. This would eliminate from the minds of men the idea of a connection between the idea of a job and the Government.

WILLIAM M. ASHBY,
Supervisor of Negro Economics for New Jersey.

The following letter shows the type of effort inaugurated during the reconstruction period to give first-hand assistance through the United States Employment Service to returning soldiers:

Circular letter of advice.

MARCH 27, 1919.

From: The Director of Negro Economics.
To: The Supervisors of Negro Economics.
Subject: Cooperation with War Camp Community Service.

1. I find that the War Camp Community Service has a number of camps for Negro soldiers and sailors, and I am informed that it is cooperating with the United States Employment Service. I have talked with some of the representatives about their colored work and have also taken up the matter with the Director General, United States Employment Service, and the National Director of the Bureau for Placing Returning Soldiers and Sailors. It is agreeable to the national director for you to take up with the Federal director of the employment service of your State the question of utilizing such of these war camps as seem suitable for assisting in placing Negro soldiers and sailors.

2. You will find inclosed a list of the communities where there are activities for colored soldiers, together with the names of the workers. I advise that you take this up with the Federal director and assist him in getting in touch with such of these people as he wishes to.

Respectfully,

GEORGE E. HAYNES,
Director of Negro Economics.

Approved:
EDWARD EASTON, Jr.,
National Superintendent,
Bureau for Returning Soldiers and Sailors.
WADE H. SKINNER,
Acting Director, Organization Division,
U. S. Employment Service.

Some sample replies to letters of the New Jersey Supervisor contain statements regarding the employment of Negro workers. These responses were in reply to a questionnaire the object of which was to secure the information:

With reference to the questionnaire received from you, we are pleased to advise that we are using Negro workers as porters, elevator operators, matrons, dishwashers, and for other miscellaneous positions in the restaurant.

During the war we engaged quite a number of colored women to act as elevator operators. In all branches of the work, we have found Negro workers entirely satisfactory.

Answering your favor of recent date with reference to the Negro workers in our plant, I beg to state that we are well pleased with their work and I find them to be good and willing workers under the supervision of our white foremen, whom we have instructed to give every colored man or woman applying for work to this company the most cordial treatment, not the variety that will antagonize and drive them away from the job.

My personal dealings in the past as Employment and Welfare Manager, with the white and Negro workers have proven successful, as I have found that through kindness and friendly treatment, eliminating all profanity and personal insults, the majority of the Negro workers will do the work assigned to them thoroughly and to any company's satisfaction.

At present we have in our employ several hundred Negroes employed as general factory helpers only, but in the near future I hope to be successful in inducing my company to employ Negro mechanics. * * *

Answering your inquiry of the 4th inst., would advise that about 40 per cent of our labor is Negro. We do not find them to be as steady workers as the whites, although, in some instances, they have proven to be very faithful.

We use them largely on work where muscular strength and endurance are of prime importance and in this they work out quite well.

In a very few instances we have them operating machines, and, although we consider these workers above the average, their work is very satisfactory.

Your letter, requesting information regarding our colored employees, was received.

We have, altogether, about 1,250 colored men and 6 women. Of the latter, 4 are in our main restaurant as dishwashers, and two in our administration buildings, who keep the ladies' room in order. As a general rule our Negro workers give satisfaction. Almost all of them are employed on the ships. They seem to make very good riveters, bolters-up and chippers and caulkers. Those who recently came from the South seem to feel the cold weather, but the others who are acclimated, are as strong and hardy as the white men.

Among the number we have there are about 75 or 100 West Indian Negroes. There are no colored men doing clerical work here at all. There are some working as laborers, and as far as I know none are in the machine shops.

The following statements of Mr. Ashby, the New Jersey supervisor of Negro economics, give a very full insight into certain of his activities. These reports cover various periods following the signing of the armistice and show the complete turning over of departmental machinery to meet peace-time demands in the industrial life of the State:

I am very pleased to report a slight change for the better on the New Jersey conditions of Negro labor this week. At the opening of the past week the offices found themselves unable to make opportunities but later in the week new developments occurred. This was true, particularly, of Newark where about 125 men were referred during the week, at least 90 per cent of whom were placed. These openings were made possible largely because of personal solicitation upon two industries. * * *

The unemployment situation is particularly acute in Jersey City now. The same is true of Camden. In the former it is temporary, due to the strike of the Marine workers in and about the port of New York. Many Negroes are stevedores on both the New York and New Jersey sides and due to the fact that transportation is tied up, their work is made impossible. In Camden, however, the lack of plants running on full time and also the crowding in of applicants from Philadelphia make it difficult to do much placing.

The great problem with which I am most concerned at the present, is that of the returning soldiers. Many commissioned officers and also many men who distinguished themselves in the Fifteenth and Buffalo regiments are New Jersey men. An appreciable number of these fellows are especially well prepared. I mention two or three—an illustrator and pen and pencil etcher, really talented; a tractor operator, graduate of the Scientific Course at Rutgers College; an auditor, near completion of his course in the New York School of Finance. For the tractor operator, I have made, I believe, a position; but the remaining two are unemployed and it is rather criminal to offer to such men the most ordinary opportunities we have.

CHAPTER XIV.

REPORT OF WORK IN NEW YORK.

Owing to special complications in the New York situation no State conference was held. There was such delay in getting the situation in hand that the supervisor of Negro economics, Mr. Jesse O. Thomas, did not enter upon duty until September, 1918, just two months before the signing of the armistice, and his services were discontinued because of lack of funds after the end of that fiscal year. A New York Negro Workers' Advisory Committee was proposed in cooperation with the United States Employment Service and the New York City Employment Service and with the supervising commissioner of the New York State Industrial Commission, but this committee did not get fully to work before the readjustment came in the finance and plans of the United States Employment Service, under which the activities were carried on. A branch office of the United States Employment Service was opened in the Harlem district jointly with the State bureau of employment of the State industrial commission, under Supt. Prince L. Edwards, and supervision given to this from October, 1918, to March, 1919, and much work was done in meeting the difficult problems of placing semiskilled and skilled Negro workers in industrial establishments in New York City and vicinity. A large number of these men where returned Negro soldiers. The Submarine Boat Corporation may be mentioned, particularly, as having taken into employment a number of men of technical training and experience. Large numbers of the returning Negro soldiers, both New York residents and those from other places, called for special service from the placement agencies developed by the Federal Government and the State employment department. The supervisor of Negro economics for New York gave special help in the development of this work. A survey was made of labor conditions in Buffalo, N. Y., in April, 1919, showing considerable unemployment because of the closing down of munition plants and because of the military demobilization returning many men from overseas. Unskilled Negro labor, however, could be placed without very much difficulty, but semiskilled and skilled Negro workmen here, as in other places in the State, found great difficulty in finding employment. Very few industrial plants in the city employed colored women. Some of the firms, although employing thousands of workers, employed no colored or only a few, and these only in the menial occupations such as maids, porters, janitors, or unskilled laborers. Similar surveys were made in Rochester, Albany, and New York City and environs. Both in New York City, Buffalo, and other parts of the State the Negro service of the department was heartily received by both white and colored citizens, but only got well started before curtailment of appropriations made it necessary to discontinue its preparations.

Investigations were made of charges of discrimination against colored workers and steps taken, in each case where the facts warranted, to remove the handicap. When the housing situation began to be acute the supervisor made a survey of important cities of the State to ascertain the exact condition as it related to the Negro wage earners with the view to assisting the United States Homes Registration Service in developing home-finding facilities, if thought advisable.

Among the many organizations giving active cooperation special mention should be made of the National Association of Colored Women and its president, Mrs. Talbert, whose particular activity was in the field at Buffalo, N. Y., and Mrs. Annette W. Erdmann, of the industrial committee of the New York City Urban League, whose untiring effort and hearty zeal were largely responsible for getting such results as were possible under the complicated difficulties and conditions.

CHAPTER XV.

REPORT OF WORK IN NORTH CAROLINA.

North Carolina was selected as the State in which the initial effort of the Department of Labor should be made, and its program established for promoting and fostering the welfare of Negro wage earners through the special service of Negro economics. Consequently, following an official trip of the Director of Negro Economics into important points in the State a conference of representative white and colored citizens was called by Hon. T. W. Bickett, governor of North Carolina, on June 19, 1918. There were present at this conference, which was held in the office of the governor, 17 of the most substantial Negro citizens from all parts of the State and five white citizens, as described in Chapter II. At the close of the meeting the governor appointed a temporary committee which drafted a constitution provided for the Negro Workers Advisory Committee, and for an organization of local county and city committees. The working plan of organization, with slight modifications and adjustments, which served as a model for the development of voluntary field organizations in other States, has been previously explained in the description of activities in other States.

Before discussing the subsequent steps of organization and activity in North Carolina, brief attention is here given to a few general and specific industrial and agricultural situations which obtained in North Carolina.

These situations are cited for the purpose of showing the wide scope of the field of Negro work into which the policies and plans of the Division of Negro Economics were to be carried.

The chief occupations of Negro women were in the field of agriculture, laundry work, domestic service, some work in spinning mills (and some in hosiery and underwear), and work in tobacco factories. There was a scarcity of female labor and on that account a number of silk mills had been closed. The cotton-mill season extends from May to September, and the tobacco season from September to April. In many instances the homes of workers were of a poor type; the streets and sidewalks fronting such homes were unpaved and poorly lighted. Surface drainage existed and general sanitation was inadequate in some cases. On the other hand, there were large numbers of well-cared-for homes in communities of intelligent and progressive Negroes.

In one North Carolina city it was reported that a Negro union had been organized to which the white workers objected. At New Bern, lumber industries employing large numbers of Negroes were reported as having "working conditions which were unpleasant." At Wilmington Negroes were employed in the shipyards, but only in the unskilled occupations. At various other points in North Carolina Negroes found employment in tanneries, hosiery mills, guano plants, box factories, and the like. Throughout the State

there were found a number of physicians, dentists, druggists, and a more than usual ownership of store and office buildings. At Kingston 5,000 Negro women and children were reported working in tobacco factories. At Waynesville there were found mill girls, garment workers, and a few clerks, organized and unorganized. As a general situation throughout the State, Negro labor was much in deamnd and was affected by the usual factors—(*a*) the union, (*b*) low wages, (*c*) housing conditions, (*d*) health, (*e*) opportunity for advancement, (*f*) the general competition between white and colored workers.

Following the conference the plan for cooperation and for the subsequent formation and activity of a State committee and subsidiary county and city committees was perfected. Among the early agencies of cooperation may be mentioned the United States Public Reserve, the State department of education, the rank and file of Negro colleges and universities in North Carolina, chambers of commerce and the Negro private organizations, including the church. An initial State committee of 29 substantial Negro citizens from various sections of the State was formed. The membership of the State committee and its executive board represent the following cities: Winston-Salem, Wadesboro, Winton, Oxford, Charlotte, Henderson, Raleigh, Greensboro, Rocky Mount, Tarboro, Salisbury, Chadbourn, New Bern, Lumberton, Bricks, Lexington, Durham, Method, Goldsboro, Wilmington, Wilson, and Asheville, thus bringing into play the influence and forces of the best citizens throughout the State. This committee was supplemented by interested white citizens, who became cooperating members.

This State committee and the subsidiary county committee, after adopting the constitution, started out in their activities under the supervision of Dr. A. M. Moore, who was appointed Supervisor of Negro Economics and special agent of the United States Employment Service. It should be stated that Dr. Moore served the department throughout the entire period of the war and the following seven months as a dollar-a-year man.

The early formation of county and city committees included the following counties: Guilford, Craven, Vance, Rockingham, Buncombe, Granville, Forsyth, Beaufort, Durham, Hertford, Alamance, and Edgecombe, Halifax, and Nash combined. When the work was closed on June 30, 1919, names had been submitted covering practically every county in the State.

Inasmuch as the Division of Negro Economics was in the immediate office of the Secretary of Labor, who was also chief administrative officer for the United States Employment Service as well as all the other departmental bureaus and divisions, it was practicable that the North Carolina Negro work, as did the work in other States, should have a close relationship to the United States Employment Service in that State. Consequently under the plan of organization for the State, the Federal Director of the United States Employment Service became an advisory member of the State Negro Workers' Advisory Committee. Also a close relationship with the governor, the chairman of the State Council of Defense, and other white men acting as advisers to other committees, was perfected and the following initial recommendation for North Carolina was gradually worked out and approved:

1. Workers appointed for special activities among Negro wage earners will work under the authority of the United States Employment Service to give them official standing, with cooperation and supervision of the Federal State director.
2. The work shall be undertaken with the advice of the Director of Negro Economics.
3. Matters calling for the expenditure of funds shall be submitted with the approval of the Federal director and with the advice of the Director of Negro Economics.
4. All work carried on which relates to the Employment Service shall be undertaken with the approval of the Federal State director.

These plans of course were "overhead" plans, but they covered the many details which became properly applicable to local committees in the State as they were found. In order to bring the plans to the attention of the public the special agent succeeded in getting in close touch with the white and Negro members throughout the State, and in making arrangements for a publicity service which would not conflict with the Information and Education Service of the department.

Among some of the earlier problems were found (1) that many North Carolina laborers had been recruited through employment agencies and in an indiscriminating way many of the "shiftless" and "unstable" had been imported into North Carolina cities; (2) no particular opportunity had been offered to thrifty, dependable workmen to buy homes and to become permanent residents of the State. In subsequent plans of publicity and contact these two problems were dealt with by the North Carolina special agent and the close of the work found at each particular point but a few scattered persons who might be designated "shiftless."

The Supervisor of Negro Economics, having business interests of his own, soon found it necessary to have an assistant who could actively canvass cities throughout the State. Mr. R. McCants Andrews was subsequently detailed for such assistance work. Of the early problems which he faced there came report of race friction in a city of eastern North Carolina at a point in which there were members of the Negro workers' advisory committees. An investigation was made as to the nature of such race friction and valuable advice was given both to the employing class and to the working class, which resulted in removal of racial friction. In this connection valuable assistance in the matter of sentiment was given by a leading North Carolina paper, to the attention of which was called the value of mediation between white workers, white employers and Negro workers followed by a spirit of conciliation and cooperation and the abilty to see both sides of any issue. It was pointed out also that the common interest of the white employer who wants to engage the service which the Negro wage earner has to offer will make the adjustment of the labor situation a most important one. This paper gave publicity not only to the comment above quoted but also to subsequent comment and advice tending to create a better feeling among the employing and working classes of North Carolina.

In carrying out the plan of work of the North Carolina committee, one of the first steps was for the supervisor to inaugurate an educational campaign wherever practical among Negro workers at the various points in the State. Short itineraries were arranged and the supervisor was given permission to address groups of workers at many large plants, and specific health questions, ideals of efficiency and recreational activities, in order to preserve the morale and com-

petency of Negro workers. Although in many instances employers had been slow to put on foot similar programs and thereby to bring about a contented group of workers, there were many leading plants in the State which had, from the beginning, recognized the need of such an institution as would make their workers contented. A superintendent of one of the large North Carolina plants had under his supervision about 800 Negro employees, who, in fact, practically made up one of the small villages of the State. In the early formation of one of the county committees this superintendent saw a splendid opportunity presented in being able to link up his plans with the program of work of the committee. It is of particular interest, in this connection, to point out some of the early steps which his plant had taken in an endeavor to preserve contentment among the workers. It was estimated that the average worker at this plant in the eight-hour day was earning $100 a month. The work was not exhausting, physically, and overtime pay was allowed to good workers. The plant in question was equipped with steel lockers, porcelain washbowls, shower baths, and other facilities necessary to the comfort and cleanliness of its workers, white and colored. Within the village row after row of new houses had been erected. These houses were modern and sanitary, with running water, sewerage, and electric lights. They were rented to workers at an extremely low price and many had been purchased on a ten-year plan which the company had arranged in order to increase the desire for permanent residence. The company also paid for a nine-months school for the children of workers. In the village itself Negroes were engaged in business enterprises which were largely patronized by workers of this plant. A modern hospital was in the course of erection and two churches had been planned.

The local Negro workers' advisory committee, under the direction of the supervisor, assisted this plant in a further educational campaign to promote efficiency and thrift among the Negro workers. Intelligent and self-respecting workers were solicited and the eventual outcome of assistance given by the local committee resulted in the company's retaining a permanent social worker who has charge of a program in behalf of the welfare of these workers.

As the work of the supervisor of Negro economics and the Negro workers' advisory committee increased in scope and understanding, various firms called upon the supervisor and his assistant for advice in the formation of plans for the higher economic status of their workers. One exceptionally large plant invited the supervisor and the director of Negro economics to outline a complete program of welfare for its Negro employees. Such a plan was made up and submitted, and it received the commendation and adoption of the officials of the firm.

In his itineraries the assistant supervisor of Negro economics carried the program of the department into the following cities: Durham, Badin, Oxford, Henderson, Bricks, Tarboro, Dover, New Bern, Burlington, Lexington, Spencer, Charlotte, Statesville, Hickory, Morganton, Marion, Asheville, Winston-Salem, Salisbury, Raleigh, and High Point. At various other points the supervisor and his assistant visited Negro schools, making addresses and increasing the desire of workers for greater efficiency and of employers for greater consideration of their workers.

So pleased were the governor and other State officials with the work of the Division of Negro Economics that the governor called, for June 14, 1919, the annual meeting of the Negro workers' advisory committee, at which time the State supervisor submitted his recommendations concerning the work. Inasmuch as that report received the universal commendation of persons throughout the State, it is given in full:

[U.S. Department of Labor, Office of Supervisor of Negro Economics for North Carolina, Durham, N.C.]

HOW TO KEEP NEGRO LABOR.

New methods.—How to keep the Negro workers and make them satisfied with their lot is the problem now presented to the South. It ought not be difficult of solution. It is not natural for the Negroes to leave their old homes in this wholesale fashion, and they really do not want to go. Some planters and industrial establishments are already demonstrating by means of better pay and greater care for their employees what such considerations will do in keeping the Negroes loyally at work in the South; and the more efficient Negro schools have for years been pointing the way.

Constructive possibilities.—The improvement of race relations is a matter of time, and rests largely on the satisfactory solution of the economic problems of farm life. Several noteworthy tendencies were, however, noticeably strengthened by the loss of Negro labor. The first of these was the tendency of the leaders of the two races to draw closer together. Several State-wide and county meetings were held to discuss the migration and the grievances of the Negro. Until more interest is taken in these meetings by the white leaders, and until they are followed by constructive programs for better law enforcement and education they can not measurably influence the tendency of the Negro to move.

Holding Negro labor on the farm.—There is a general agreement that friendly personal interest, absolutely fair dealing in all business transactions, clear understanding of the terms of the contract at the outset, itemized statements of indebtedness, good housing, and encouragement of the Negroes to raise their foodstuffs as far as possible, taken together, will attract and hold labor on farms.

Majority of Negroes are workers.—Since the great majority of Negroes are in the working class, their permanent interests are as laborers, and these interests are in the maintenance of living wages and of good working conditions.

The Negro's value to North Carolina.—There is no question as to the value of the Negro to the South; but circumstances are bringing other sections to an appreciation of his value also and the Negro, too, is coming to uderstand something of his worth to the community. If North Carolina would keep the Negro and have him satisfied she must give more constructive thought than has been her custom to the Negro and his welfare.

The outline of facts stated above should help us to approach our local problems with greater understanding, greater sympathy, and a great willingness to cooperate in their satisfactory adjustment. With this understanding and sympathy we are better able to appreciate the statesmanlike policy of the Department of Labor in creating and maintaining the work of Negro economics.

On May 1, 1918, the Secretary of Labor, Hon. William B. Wilson, realizing that the Negro constitutes about one-seventh of the total working population of the country, appointed a Negro, Dr. George E. Haynes, as advisory to the Secretary with the title Director of Negro Economics. This was done in order that the Negro might have a representative in council whenever matters affecting his welfare were being considered; and that more extensive plans might be developed for improving his efficiency and production in agriculture and industry.

There were appointed in four Southern States and five Northern States supervisors of Negro economics who have established cooperative committees of representative white and colored citizens to work out together the local labor problems. These Negro workers' advisory committees, as they are called, have a program of work which is carried on by the colored members, the whites serving as cooperating members. So successful has the work of the committees proved that the Division of Negro Economics have been continued for the important work of reconstruction. This work is not separate from the other work of the department, but is carried on as an integral part. The supervisors are under the authority of the Federal directors of the United States Employment Service.

North Carolina led the way.—On June 19, 1918, Gov. T. W. Bickett, called a conference in his office which was attended by 17 of the most substantial Negro citizens from all parts of the State and 5 white citizens. Out of this meeting came the plan of Negro workers' advisory committees, which is now operating in nine States. A State Negro workers' committee of leading Negro men and women of North Carolina was appointed and plans were formed for the creation of county and city committees. There were on April 1 of the present year 35 of these committees actively at work in our State.

The supervisor's report.—The supervisor of Negro Economics for North Carolina and the assistant supervisor have visited 23 counties since their organization, holding conferences with leading white and colored citizens which have been most helpful. On the basis of this personal investigation throughout the State, the supervisor wishes to present under separate headings, a summary of conditions as found:

White employers and liberal white citizens.—There is the greatest cordiality and willingness to cooperate upon the part of these persons. In many instances they rivaled the colored citizens in spirit and enthusiasm. They spoke freely as well as the Negroes, and are asking on every hand to be called upon for cooperation. Some of them came from the rural districts and from near-by towns to attend the conferences.

Many employers are already offering special inducements to their Negro workers. For example, a cotton oil company is giving free life insurance for $500 to all who remain in its employ for six months; many older employees have been given free insurance for $1,000. Knitting mill companies are carefully selecting colored girls for their plants and are giving employment at good wages throughout the year. Lumber companies are giving bonuses to men who go to the lumber camps.

The labor situation in North Carolina.—Broadly speaking there is a scarcity of Negro labor in the State. All the industries are feeling this at present. But a greater suffering will be felt in the fall when it is time for crop gathering. The farmers are suffering most. Cotton is standing in the fields in all parts of the State from last year.

It is highly desirable that leaders of white workmen cooperate with our committees.

SPECIAL PROBLEMS INVOLVING NEGRO LABOR.

1. Tobacco, guano, and cotton-oil industries. Tobacco work is seasonal; the wages are high and no great intelligence is required for much of the work. When the great warehouses open, crowds of workers leave year-round industries, often demoralizing the latter. The work of the industries here mentioned is dirty and does not invite workers of any particular skill. It is hard to promote cleaniness, efficiency, and thrift among workers whose lives are haphazard, who come and go through the streets in their working clothes and who are not generally considered as advanced workers.

2. Many of the seasonal plants run 12-hour shifts, often doubling the work day of the most faithful employees. This leads to the workers "laying off" on Saturdays and Mondays. In one 12-hour plant visited the colored workers had "struck" for Saturdays off.

3. Lumber camps: In some instances the quarters provided for logging and mill camps have not attracted respectable workers and their families. "Floaters" and crap-shooters were mainly the classes who were willing to go to such camps. Their work has, of course, not been satisfactory. On the other hand, one concern visited had made its location a real community and stimulated local pride in it. The manager of this concern spoke of his success in getting and holding labor of a splendid class in his little town.

4. Hosiery mills: The plants visited are clean and sanitary, well-lighted, and safe They pay good wages and run all the year. The owners are trying to select their workers carefully and to encourage the development of character. But very few of them have been highly successful in getting an adequate force; and most of the girls leave as soon as the tobacco work opens. Some of these plants have never been able to increase their output; and one of them is still compelled to close on Saturdays because of a general shortage of girls.

HOW OUR NEGRO WORKERS' ADVISORY COMMITTEES CAN MEET THESE PROBLEMS.

In line with our official program of work our committees should—

(1) Promote the efficiency of colored workers in order to overcome the loss from shortage of labor.

(2) Encourage the use of farm machinery to increase farm production and to create a surplus of farm labor for use in the harvest time.

(3) Prevail upon white leaders as well as white employers to cooperate with our committees.

(4) Encourage white employers in the tobacco, guano, and cotton oil industries to make the work as clean and as pleasing as possible. The installation of clothes lockers and washrooms will impress the workers with the advantage of coming and going from work in clean clothes.

(5) Advise with employers whose plants are running long hours as to whether shorter hours will not mean greater efficiency and greater regularity. Many workers are now averaging only four days a week; the proportion of "laying off" on Saturdays and Mondays is distressingly large.

(6) Pay close attention to seasonal plants, following especially shortage and surplus, and endeavoring to assist in transfer of workers to new jobs as these plants close. The United States Employment Service should be aided in recruiting Negro workers so as not to draw away workers from "year-round" industries. Reports as to shortage and surplus should be made regularly by the committeemen to the office of the supervisor so that colored workers may secure jobs without going great distances.

(7) Suggest to employers of lumber concerns the development of community life in their camps, with better housing and family settlements.

(8) Call to the attention of steady and capable young women in the community who are not employed the excellent sanitary condition of the knitting mills and opportunity for steady employment in them.

It is urgently hoped that all public spirited citizens of both races who have at heart the agricultural and industrial expansion of our State, and who realize that such expansion and development can only come through the improvement of Negro labor will sustain this far-sighted effort of the Department of Labor and will give active support to the program of work of the Division of Negro Economics, and to the undersigned,

A. M. MOORE, M. D.,
Special Agent and Supervisor
of Negro Economics for North Carolina,
Durham, N. C.

JUNE, 1919.

It is deemed to be in place to quote commendations from Hon. T. W Bickett, governor of North Carolina, regarding the Negro economics' work in his State:

There is the greatest cordiality and willingness on the part of the white employers and liberal white citizens to cooperate with the Negroes. In many instances they rival the colored citizens in spirit and enthusiasm. They speak freely and are asking on every hand to be called into cooperation. * * *

This report sets out that in many industries and on the farms intelligent efforts are being made to improve living conditions of the Negro and to afford him every incentive to put forth his very best efforts. In one plant the committee devised a plan to publish an honor roll containing the names of all Negroes who worked steadily six days in the week. Under this system the loafing list was decreased 57 per cent and there was a corresponding increase in the number of steady workers. * * *

The North Carolina Farmers' Conference on Labor Problems, held at Bricks, N. C., April 21, 1919, brought to the attention of the department its report and recommendations made to the State Negro workers' advisory committee concerning farm labor questions as they affected Negroes in the State. This report and its recommendations are deemed to be of sufficient importance to justify its inclusion in this report, and attention is therefore called to the specific conditions and recommendations of the farmers' conference:

1. Greater use of farm machinery:
   (*a*) This committee should encourage greater use of farm machinery as a means of creating a surplus of farm labor.
      1. The State and Federal governments should be urged to aid the farmers in securing farm tractors, ditchers, tobacco setters, potato planters, and other needed implements.
      2. The owners of adjoining farms should be encouraged to purchase machinery jointly.

2. Cooperative undertakings:
   (a) Progressive farmers are running cooperative cotton gins, sawmills, and warehouses and are purchasing guano and fertilizer together. Such efforts are not only meritorious as business enterprises; they often help the farmer to market his products quickly, obtain a money surplus, and improve his farm.
   (b) Cooperative harvesting should be encouraged in order to save the crops. This practice already exists in some communities.
3. Improvement of farm life:
   (a) Every possible encouragement should be given to the improvement of farm life.
      1. This committee shall cooperate with organizations forwarding "after-the-war" programs to render rural life more pleasant and profitable.
      2. Plantation owners and farmers who employ Negro tenants should be urged to provide them with good homes.
      3. Full information concerning Government Farm Loans should be secured and given to the farmers.
      4. Athletics and outdoor sports and all forms of regulated amusements should be encouraged, as well as indoor entertainments at schools and churches for winter evenings.
4. Student farm labor:
   (a) It should be the aim of this committee to divert such student labor from the cities, for the summer vacations, as can be more profitably employed on the farms.
      1. Many students are now realizing from $300 to $500 on two (2) acres of tobacco, having sufficient time left to do general farm work also.
      2. Children of farm owners or tenants farming on their own account should be encouraged to remain at home, and parents and employers who receive the services of students should make such settlements with them as will adequately provide for the next year's schooling.
5. Distribution of labor:
   (a) Efforts should be made to recruit workers for the farms when seasonal industries close in the cities.
   (b) Cooperate with the nearest United States Employment Service office.
6. Education:
   (a) White farmer and employer:
      1. White farmers and employers of Negro farm labor should be urged to cooperate with Negro farmers in promoting the common interests of the rural communities.
   (b) Negro farmer and farm laborer:
      1. Negro farmers and farm laborers should be urged to cooperate with white farmers and employers in promoting the common interests of the rural communities.
      2. Lectures in colored churches and lodges on modern farm methods, use of farm machinery, improvement of farm life, race pride, industry and thrift, etc.
      3. Farmers' conferences.
      4. "Buy-a-farm" movement.
7. Farm demonstrators:
   (a) City and county officials should be urged to provide funds for the appointment of Negro farm demonstrators.
   (b) The breeding of registered live stock should be extended under the direction of the county farm demonstrators.
   (c) Surveys should be made as to shortage and surplus of labor before planting and harvesting crops so that acreage might be reduced or extended and crops saved.

If every man, black and white, in the United States, could read and digest this report, it would go a great way toward solving all our questions. I shall keep and use this report as a basis for my future work. * * *

The Chief Justice of the State, the Federal Director of the United States employment Service and a number of employers all expressed themselves as profoundly impressed with the scope and character of the work done by the committee.

CHAPTER XXVI.

REPORT OF WORK IN OHIO.

The number of Negro migrants who settled in the principal industrial centers of Ohio were large. Estimates secured upon visits to those centers by investigators of the Department of Labor in 1917 give some definite notion of these numbers. The following figures, of course, are largely general estimates and probably should be double, and, in some cases, increased to a large extent as of September 1, 1919.

Cleveland	10,000
Cincinnati	6,000
Columbus	3,000
Dayton	3,000
Toledo	3,000
Canton	3,000
Akron	3,000
Middletown	1,000
Camp Sherman, Chillicothe	2,000
Portsmouth	300
Baltimore & Ohio camps	400
Pennsylvania Railroad camps	800
Contractors	1,000
Traction companies	1,000
Total	[1] 37,500

[1] Negro Migration in 1916-1917, Appendix to report of Francis E. Tyson. Government Printing Office, Washington.

It will be noticed that Alliance, Bellaire, Hamilton, Ironton, Lima, Springfield, Steubenville, Youngstown, and Zanesville were not included in this survey. These points, as well as other cities, contained a large number of iron, steel, coal, coke, and other industries which called for the kind of labor which Negroes were readily able to supply. As the figures indicate, large numbers of Negroes migrated into Ohio and were distributed over it generally. Therefore, this State received early consideration in the program of the Department of Labor.

Organization—Supervisor of Negro economics.—The departmental State supervisor of Negro economics, Charles E. Hall, was appointed with the view of general efficiency to the department and to the State of Ohio. For more than 18 years Mr. Hall had been an employee of the Bureau of the Census in the United States Department of Commerce, and had had considerable experience in field work. He had supervised the gathering and preparation of statistical material relating to the manufacturing interests and to the Negro population in the United States. He had received special commendation from the Department of Commerce for this work. During 1916, the early period of Negro migration to the North, Mr. Hall had been detailed to the Department of Labor for field investigations. His valuable work in a report of more than ordinary worth, served as a basis for first steps by the Department of Labor.

Being a native of the Middle West, Mr. Hall enjoyed a wide contact with public officials and representative citizen, through whom it was believed the fullest cooperation could be obtained. He took the field in Ohio on June 17, 1918, just preceding the State conference. The later success of his work gave substantial indorsement to the judgment of the department in assigning him to Ohio.

Conference on Negro labor.—Following the assignment of Supervisor Hall to the State, under the auspices of the United States Employment Service, plans for the Ohio conference on Negro labor were started with the hearty cooperation of both State and Federal officials, the State Council of National Defense and a number of private citizens and agencies. Special mention should be made of the personal interest and attention of Gov. James M. Cox and Mr. Fred D. Croxton, chairman of the State Council of National Defense.

The conference was called by the Department of Labor to get action upon those things that needed to be done in Ohio to promote the welfare of wage erners, and to stimulate the production for winning the war. Dr. F. L. Hagerty, professor of sociology, Ohio State University, presided. After considerable discussion and a number of addresses the body of the work of the conference was done, through committees, reports from which were adopted for the further guidance of the department's work in the State.

Some of the committees' recommendations were as follows;

1. Investigation into the difficulties arising from discrimination against Negroes by local labor unions.
2. Efforts to stabilize labor by giving new opportunities for promotion, by standardizing wages, by reclassifying work, by the employment of colored foremen, and by educational work among the working classes with the view of making them satisfied with their occupations.
3. An endeavor to employ the Negro worker in full accordance with his fitness.
4. The opening of new places of employment in keeping with the fitness of Negro wage-earners.
5. The conducting of welfare work in plants and factories.
6. The setting up of facilities for community recreation.
7. Increased attention to rooms, lockers, ventilation, and adequate space for employees.
8. Special attention to health problems.

The committee on industrial conditions reported to the conference that there was sufficient work to be secured in the State for Negro laborers in industry doing Government and other work and that the Negro laborers were generally reliable. It also reported that in some industries there was discrimination as to the kinds of work and conditions under which the work was done with reference to Negro laborers. The committee stated that the demand for labor was more than the supply and in order that the Government might get the greatest return out of the amount of the actual and potential energy of the Negro workmen it was recommended that where skilled Negro laborers were doing unskilled work because of their inability to secure work at the skilled trades on account of color that the Government adopt rules for governmental contracts and make a special effort to see that every such man be given the opportunity to do that for which he was best fitted. The final recommendation of this committee closed with the averment that "race or color should be no bar to advancement."

The committee on organization adopted with modifications to meet local conditions for use in Ohio the form of constitution for the Negro workers' advisory committee which the department had approved.

The committee on Negro women in industry submitted a report on this subject of such special importance for future procedure that it is reproduced here in full:

1. We, as a committee, recommend that a Negro woman be placed on the State committee of women in industry, recently named by the Ohio Branch, Council of National Defense.

2. We, as a committee, recommend that the United States Employment Service place Negro placement secretaries in any employment office where numbers of colored women seek employment, to be determined by the State director.

3. We, as a committee, recommend that we indorse the standard which the women's committee, Ohio Branch, Council of National Defense, have drawn up through the committee on women in industry.

4. We recommend that this committee bring to the attention of the national committee on housing any housing conditions as they affect Negro women.

5. We recommend that a pamphlet be drawn up stating the necessity of loyalty to duty and efficiency on the part of the worker, and the financial loss entailed through the neglect of such, upon the part of the employer and community, be given each worker through the employment office.

6. We, as a committee, recommend that a woman be placed on the committee of hygiene and sanitation, if the committee appointed this morning is a standing committee.

7. We recommend that no worker shall be permitted to leave her present employment without giving a week or more notice before being accepted by another employer.

8. We recommend and urge that a Negro welfare worker be placed in industries over Negro women as a solution to the employers' problem of adjustment.

9. We recommend the encouragement of an adequate system of training within plants which recognizes the difference between showing and teaching for all new employees.

Respectfully submitted.

Miss JENNIE D. PORTER,
Chairman, Cincinnati, Ohio.
Miss ELSIE MOUNTAIN,
Secretary, Columbus, Ohio.

Hon. James M. Cox, governor of Ohio, was present at the conference and made the closing address, which included the following remarks:

I have no disposition to interfere with your deliberations, but upon the statement of Dr. Haynes, with whom I have had a brief but delightful conference with reference to the earnestness of this meeting and the fact that it seems to be the most serious, if not the most successful, meeting that has been held in any of the States, I felt that we would be derelict in our responsibility to the duties that come and go each day, as governor of this State, if I did not come here and express my appreciation of your coming.

First, we need your people and need them badly in the war. We, likewise, need your people and need them badly in the industrial life of this country.

Last winter I had the privilege of visiting Tuskegee Institute. I had a long visit with that splendid type of your race, Dr. Moton. The opportunity was mine of making a survey of what was being done at this institute. I took pains to make considerable inquiry with reference to national and industrial conditions in the State of Alabama, and I am prepared to say, in the candor of my own judgment, at least, that you, as representatives of the race, are just now coming into your own. Even in the Southern States, when the great flow started northward, the southern people found they could not get along without the colored people.

The war gives you a great opportunity. I can say with pride, now, and reiterate it all through the corridor of time, that not a single member of your race is following the standard of the Kaiser. I have had the opportunity of reviewing colored troops, and I hope you will not feel that I am speaking flippantly when I recall the circumstances of reviewing the troops at Camp Sherman. Capt. Talbott, with Gen. Glenn's staff, came over to the reviewing stand and said: "I have just left the colored regiment, and they are so full of pep that if they do not dance the cakewalk when they come by, I will be surprised." They presented the best line of the day—it was

generally conceded to be the best line of the day by the general, the persons in the reviewing stand, and the thousands of white people who were assembled there. I hope that when the war is over we can then join together members of our race and yours in helping to work out in Ohio what they have in Alabama.

The colored man is here, and here to stay, and since that is true we not only want to improve the educational opportunities that come to him but we also want to give attention to vocational training. A plan is being incubated. I ask you, as colored people, to help us in making in Ohio as close an approach as we can to the Tuskegee Institute in Alabama. I want you to carry home to those you represent the assurance that whatever help this State can render, either to the people in your State or to the soldiers at the front, needs but an evidence of your desire.

The Department of Labor takes this special opportunity to thank every agency and every individual who helped to make successful the Ohio conference August 5, 1919.

Negroes workers' advisory committees.—Immediately after the conference, Supervisor Hall, with the assistance of public-spirited citizens of Ohio, recommended to the department a number of the strongest persons for appointment to service on the State Negro workers' advisory committee, and to local, county, and city committees of 25 important centers of the State where Negro workers in considerable numbers resided. The complete personnel of the State committee follows:

Edward Berry, Athens; Leroy W. Bobbins and Chas. C. Cowgill, Middletown; Chas. L. Johnson and Chas. P. Dunn, Springfield; Robert K. Hodges, D. R. Williams, Alexander H. Martin, and (Miss) Hazel Mountain, Cleveland; Chas. W. Bryant, Harry B. Alexander, J. H. Hendrick, and (Mrs.) E. W. Moore, Columbus; J. E. Ormes, Wilberforce; R. E. Holmes, Xenia; F. D. Patterson, Greenfield; Joseph L. Jones, H. S. Dunbar, Fred. A. Geier, and (Miss) Anna Laws, Cincinnati; B. M. Ward, B. H. Fisher, and (Mrs.) Minnie Scott, Toledo; Rev. W. O. Harper, and T. E. Milliken, Youngstown; H. T. Elliott, Dayton; Rev. A. M. Thomas, Zanesville; (Mrs.) Stephen Bates, Chillicothe; James French, Sandusky; T. E. Greene, Akron.

Persons serving on these committees did so at the special request of the Secretary of Labor, and, in but one or two instances, where the appointees were confronted with extreme pressure of business, were the invitations declined. Throughout the work the patriotism and spirit of service of the citizenship of Ohio made possible the successful carrying out of virtually every plan which the department launched, and the Ohio committee, like similar committees in 10 other States, assisted in the handling of industrial problems with a maximum degree of satisfaction.

Surveys of labor conditions.—The general industrial conditions in Ohio were investigated either by the supervisor directly or by the committee members, who reported to the supervisor on a form of blank, of which the following is a copy:

NEGRO WAGE EARNERS IN OHIO.

Information for supervisor of Negro economics.

To members of county and city committees of Negro workers' advisory committee.

Please fill out blank and return.

1. Are there many out of work in your city or county? ———.
2. Have many been released during the past 30 days? ———.
3. If so, were they absorbed by other occupations? ———.
4. Have any new avenues of employment been opened? ———.
5. If so, state the kind of work. ———.

Remarks.
(Under "Remarks" please furnish the supervisor with any other information which you think should be brought to his attention.)
Information furnished by .....
Address: .....
Date: .....

The first general survey developed the following facts:

The Negro workers had not been greatly disturbed because of the many industrial readjustments and temporary suspensions of the manufacturing enterprises not essential to winning the war, during the war and preceding the signing of the armistice.

The counties of Hamilton, Lucas, and Montgomery, whose principal cities are Cincinnati, Toledo, and Dayton, respectively, were largely engaged on war contracts. In Toledo the opportunities for employment were steadily improving. Local industries in Cleveland, Columbus, Youngstown, Akron, Canton, Lima, Delaware, Greenville, Steubenville, Zanesville, Chillicothe, Sandusky, Portsmouth, Marietta, and other centers were employing large numbers of Negro workers. In Butler County, the American Rolling Mills were giving employment to hundreds of workers. In Lima, the Swift Packing Co. was giving employment to Negro men and women, who were making good. In Youngstown, Mahoning County, an increasing number of elevator girls and male truck drivers were given employment.

In Dayton a large firm was making calls for considerable numbers of Negro laborers. This company was able to guarantee prospective workers housing facilities of the better type. Columbus reported a garment manufacturer who was unable to get a sufficient number of Negro women who could operate power machines. Youngstown reported insufficient wages ($9 and $10 a week) for girls. Dayton reported an industry using from 15 to 30 colored women, sorting rags on a piecework basis, at $15 per week.

Job selling.—Among the special conditions found in Ohio was one which related to job selling in industrial establishments; and there is incorporated herein a full report of the Ohio supervisor respecting this condition, evidences of which were very apparent. This report was approved by the Director of Negro Economics and sent to advisory committeemen in all parts of the State.

JOB SELLING IN INDUSTRIAL ESTABLISHMENTS TO NEGROES.

To prevent job selling by foremen, assistant foremen, "straw bosses" and "go-betweens" a very comprehensive bill was enacted by the last General Assembly upon the recommendation of the Industrial Commission of Ohio, the penalty being as follows:

"SECTION 2. Whoever violates any provision of this act shall be fined for the first offense not less than one hundred dollars nor more than five hundred dollars and the costs of prosecution; and for the second or any subsequent offense not less than two hundred dollars nor more than one thousand dollars and the costs of prosecution."

"SECTION 6. The Industrial Commission of Ohio shall have full power, jurisdiction, and authority to administer the provisions of this act."

Before the migration of Negroes from the South had reached a considerable volume, the foreign-born wage earners were the ones who were the victims of this pernicious system and the Department of Investigation and Statistics secured definite information that the collection of fees for jobs, or assessments of various kinds by foremen was a well-established custom in many of the industrial establishments through the State. It was found at the time the investigation was made that the price paid to foremen was generally $15, $20, or $25 for a job paying approximately 25 cents per hour, and that the custom appeared to have become so well established that

no demand for payment needed to be made as the applicant understood that he must make a payment of money before he got the work.

Definite information was secured by the department to the effect that the shrewd foreman seldom received the money directly from the applicant, but usually had a number of men who acted as "go-betweens" and who were generally "straw bosses" or workmen.

This system of petty graft became so pronounced and the demands of the grafters became so insistent that the investigators experienced no great difficulty in securing the evidence upon which a number of indictments were made under the old law relating to private employment agencies which was not broad enough in scope, however, to fit the entire situation.

The new law includes the acceptance of fees, gifts or gratuities, or promises to pay a fee or to make a gift under the agreement or with the understanding that the grafter will undertake to secure or assist in securing work for the applicant, or with the understanding that he will advance or undertake to secure or assist in securing an advance in pay or prevent or undertake to prevent or assist in preventing the discharge or reduction in pay or position of the worker in the employ of the company. The law which was enacted by the eighty-second general assembly covers all of these points and carries with it the penalty indicated above.

There are indication that there has been a revival of the practice of job selling, but that instead of working on the foreigners, the grafters have turned their attention to the helpless, ignorant, and destitute Negroes who are coming from the South to seek opportunities to better their condition, and it is not unlikely that the system of job selling in industrial establishments in Ohio will again be investigated as the practice is not only unlawful and highly dishonorable but has a tendency to destroy the morale of the workers and thereby seriously affect production. All such cases should be reported.

CHARLES E. HALL,
Supervisor of Negro Economics.

Living conditions of Negro workers.—It was the experience of the department that unfavorable living conditions, more than anything else, made difficult the advancement of the Negro worker in efficiency and increased contentment. At times the housing conditions were due to lack of employment; at times the conditions were due to lack of pride on the part of the worker; and at times the boarding-house keeper of the low type set up conditions which necessity forced the working men to accept.

As to the latter class, in one instance Supervisor Hall reported as follows:

OCTOBER 11, 1918.

Dr. GEORGE E. HAYNES,
Director of Negro Economics, Department of Labor, Washington, D. C.

DEAR SIR: On the evening of October 9, 1918, I visited the boarding and lodging house conducted by ——— ———, a colored man, for the ——— Co., ———, Ohio.

This very dilapidated two-story frame building is located at ——— Street, and is known as ———. It is the most filthy boarding and lodging house that has come under my observation. A foul-smelling closet adjoins the unclean dining room. I noticed broken windows upstairs in the sleeping quarters, and in the south wing even the skylights were without glass or other protection from the elements.

There is no shower or bathroom for the 42 men who occupy this house, and it has been found necessary to borrow a washtub from the neighbors to accommodate the men who wish to take a bath. The place is heated by small stoves and natural gas heaters and the building is lighted by electricity. The kitchen was fairly clean but the range had no hot-water boiler, which greatly inconveniences the cooks and other kitchen help as well as the boarders.

A number of the dirty sunken floors need jacking up and the rooms would not be less attractive if they were painted or whitewashed. Although there are a few new bed mattresses, I found most of them alarmingly filthy with bed coverings in the same condition. Although the reare plenty of rooms in the house, many of them are unfurnished. Upon inquiry I was informed that the men coming off the night shift are obliged to occupy the rooms just vacated by the men going on the day shift. In some instances four of five men sleep in a room about 10 by 12 at the same time. Some

of the bed springs are worn out, necessitating the sleeper to lie in most uncomfortable positions, regardless of the fact that he has been working hard and that the efficiency of his work depends largely upon comfortable repose. There is no assembly room, music (except nickel-in-the-slot piano), pool, billiards, or books.

For these most inferior accommodations the men are charged $7.25 per week for room and board as compared with $4.55 per week charged by the ——— Co.; located in the same city and within a few blocks. The ——— Co. maintains a large boarding and lodging house, known as "The ———," which is now being papered, painted, and generally overhauled.

In my opinion, the ——— is extremly insanitary and a disease breeder, a condition which could not have escaped the attention of the local officials of the company, one of whom visits the house daily for the purpose of checking up.

These conditions are doubtless the causes of the large turnover and inefficiency of the colored workers of this company.

Respectfully,

CHARLES E. HALL,
Supervisor of Negro Economics, Ohio.

This report was approved by the Director of Negro Economics for submission to the general manager of the ——— Company. Subsequent action by the company in the renovation of this place and change of these conditions followed the receipt of this report by him.

Critical housing conditions in Cleveland, together with other economic problems, gave to that city a special need which the department planned to give attention to through a local representative member of the Negro workers' advisory committee. This plan, however, was delayed and finally given up because of necessary changes in the policy of the department.

Acute housing conditions were found also at Akron, Cleveland, Dayton, Lima, Portsmouth, Toledo, and Youngstown; and, subsequently, the Department of Labor, through the United States Housing Corporation, had surveys made in several of these cities, but the sudden termination of the war, accompanied by a readjustment of the industries to a peace-time basis, threw a great many persons out of work and the housing condition was somewhat relieved through the general exodus of Negro and white wage earners to other localities within and without the State where there was a shortage of labor and where adequate housing facilities obtained. One permanent result in stimulating building and loan associations is fully described below.

The failure of congressional appropriations for the furtherance of the Negro economics work unfavorably affected the industrial progress of this class of wage earners who had watched with increasing interest the development of this new agency which was established to better their industrial welfare and to act as a clearing house for industrial opportunities. Men were no longer obliged to live in idleness, because they were able at all times to learn through the supervisor where work could be obtained, the rate of wages, the hours of labor, and the attitude of the residents of any community toward Negro labor. Negro professional men, skilled and unskilled workers, and others, freely communicated with the Director of Negro Economics and with the State supervisor for the purpose of securing a location or an opportunity in a community where conditions were favorable to their prosperity, and the failure of appropriations to provide for the continuance of this field work was keenly felt.

Discrimination in occupations on account of color was one of the conditions which, in some instances, confronted the Negro worker. The Ohio Conference on Negro Labor made recommendations on this point. Whether such discriminations were approved by private or

public employers made a difference in the action which the department could take. The private employer might hire whomsoever he chose. Aside from an appeal for justice and fair play on his part, the department was unable to take any specific action in such cases. Where such discriminations, however, were alleged to exist within the ranks of employers who because of war contracts or other relations came under the jurisdiction of the Federal Government, investigations were made and definite steps taken to remove such discriminations.

Complaints.—Complaints, other than those noted above, were generally of three types:

1. Discrimination in the matter of opportunities for the Negro worker.
2. Unfair treatment of the Negro worker by employers.
3. Inefficiency of the Negro workers.

On the whole, there was a minimum amount of complaint in Ohio either by employer or employee. The stamp of efficiency was often placed upon the Negro worker, and the Negro worker often recognized the effort on the part of employers assuring to him equal pay, equal hours, recreation facilities, pleasant relations with white workers, and decent living conditions.

Results.—Under the supervision of the United States Employment Service, the State supervisor of Negro economics made direct reports of placement of Negro workers to the Federal director. He assisted the employment offices throughout the State with their problems of placing Negro workers. Reports of the United States Employment Service give him the recognition for this help. Placements were many and varied. Services were frequently rendered to firms which had not formerly employed Negro workers. Following the signing of the armistice and the resulting nonemployment situation the efforts for the returning Negro soldiers and sailors were carried along side by side with the efforts of the Federal and State machinery for the employment of all persons.

An outstanding feature of the Ohio work was the project of furthering the organization of building and loan associations among Negroes of the State as one concrete means of remedying the housing situation. In a letter dated May 8, 1919, which was given Statewide publicity, Supervisor Hall made the following points:

1. Industrial opportunities in Ohio are ever opening.
2. The housing facilities offered to Negro workers are inadequate.
3. Negro people themselves should make some of the financial arrangements for meeting the housing situation.
4. Overcrowded and insanitary housing conditions destroy the efficiency of the worker.
5. The home owner is ever a permanent working factor, contributing to the growth of the State and to its civic and commercial progress.

Thereafter Supervisor Hall compiled, from the Laws of Ohio, a skeleton outline of the statutes regulating the organizing and conducting of building and loan associations. He also formed a plan and model constitution for such associations among colored people of the several localities. This outline of laws and plans was placed in the hands of members of the Negro workers' advisory committees and of special groups in the cities and counties throughout the

State having a considerable Negro population. This was supplanted by talks made by the supervisor to interested groups in various places. Wilberforce University gave special courses of lectures on building and loan matters in three centers of the State. So numerous became the requests for additional information that the supervisor found it necessary to prepare a model form of constitution and by-laws for distribution. In rapid succession building and loan associations were organized in several Ohio cities where they are greatly needed. Requests for the "Ohio plan" were also made by persons living in Colorado, District of Columbia, Georgia, Maryland, Michigan, and New York, and several associations in these States have since been organized. All are reported to be doing good business financially and are helping to alleviate the housing conditions. Companies in other places are proposed and will doubtless be launched. As this bulletin goes to press report has come in from another Ohio city in which Negro citizens have incorporated another building and loan association capitalized at $300,000.

In carrying out the purpose with which it was charged by Congress, the Department of Labor has steadfastly been a neutral administrator regarding union and nonunion workers, and has endeavored to promote alike the interests of all workers, white and colored, male and female, union and nonunion. With this in view, the department has sought to keep fully informed of the attitude of labor organizations toward Negroes in territories where the question is a vital one for amicable relations of the two races in industry.

Consequently, statement of the change in the attitude of organized labor in Ohio during this period is of special note. The copy of a letter of Mr. Thomas J. Donnelly, secretary-treasurer, Ohio Federation of Labor, outlining the attitude of that organization in the matter of unionizing Negro wage earners covers this important point:

COLUMBUS, OHIO, *January 22, 1919.*

Mr. CHAS. E. HALL,
Supervisor of Negro Economics,
Department of Labor, Columbus, Ohio.

DEAR Mr. HALL: Supplementing our conversation recently upon the subject of Negro labor and the unionizing of colored men in this section of the country, I am writing you that at this time best results would be obtained, in my opinion, if efforts should be made to bring into the union those colored men who were born and educated in the North, where through contact and association with the whites they have formed the same viewpoint on industrial affairs, see the same necessity for a sustained effort, have the same "pep," and the same determination to protect their rights as wage earners and as citizens. These men can be taken in by the organizations representing both the skilled and unskilled branches of the labor unions, and I believe that no great objection would be found, especially if in communities where there are large numbers of both white and colored, distinct locals were organized; but where there are only a few whites or a few colored men following the same trade it would be advisable for them to belong to the same local. A possible objection to a mixed local in communities where there are large numbers of both races employed in the same line of work is that both elements might vote along the color line upon questions of organization and policies. This of course would have a tendency to destroy the solidarity of the organization and to discount its work. I believe that once these colored workers were fairly well organized they would be a valued aid in organizing the illiterate ones who have migrated from the South and give them a clearer view of northern ideals and the responsibilities accompanying citizenship.

While it has been my experience that colored men as a rule make good union men, I do not think that the colored agricultural illiterates from the South are adaptable to skilled industry and membership in unions of the skilled white workers.

Your circular with reference to Negro economics in Ohio under date of December 14th was received by us and read with lively interest. Any further communication or publication you may have on this subject I am sure will be appreciated. We are interested in this problem as you are, and desire to help in its solution so far as it is possible for us to do so.

I am glad to know that your work is progressing satisfactorily. I sincerely hope that we will continue to hold our own industrially, and that the Government will continue to cooperate with us and allow us representation in the Department of Labor.

I shall be glad to cooperate with you to the extent of my ability in trying to bring about the conditions we both desire during readjustment.

I received your circular, and most heartily welcome its coming. Words are inadequate to express my appreciation. Please let the good thing continue to come this way.

The work you are in calls for a first-class race man's efforts, and I believe that you should be retained with the Government in the same capacity. I am pleased to have met you, to have learned of your work, and to have been brought in touch with it, and I believe you will be successful.

I am glad you have completed your organization, and I assure you you have my full support.

In returning your information blank, I would state that the United States Employment Service is filling a long-felt need among our people, and that your methods meet my approval and will receive my earnest support. Let me hear from you at any time.

Congratulations on your report. Keep it up. Just simply the information is a tremendous factor in cementing the race, and that means ultimate solidarity and success.

Your very concise and yet informative letter relative to labor and labor conditions among the Negroes came to hand. It is a splendid document. You are to be congrautlated upon its production, for in it you have at your finger tips the best and most information it has been my good fortune to receive relative to the Negro in this important field of endeavor in Ohio. I wish you continued success in all your efforts.

I thank you for the circular letter concerning the readjustment of Negro labor. Keep me posted, and if I can serve you, call on me.

We have also got good service from the United States Employment Service, and Mr. Hall, State supervisor, is doing a great work.

I wish to congratulate you upon the excellent work you are doing in Ohio for the industrial advancement of our people. We all appreciate the opportunity to cooperate with you and the Department of Labor.

Your letter with the inclosed statement marked "Personal, not for publication" has been received. We are grateful to you for your kindness in sending this information.

I wish to advise you that as a result of your efforts here in Cincinnati to organize a building and loan association managed by colored men, we have the Industrial Savings & Loan Co., incorporated for $300,000, which commenced doing business January 31. We will be prepared to make our first loan within the next week or 10 days and our prospects are very bright for a large and growing company.

Negroes reared in Ohio, having the advantage of the public schools in the State, should be adaptable to skilled industry and no doubt could secure membership in the unions of the skilled white workers or have separate organizations chartered by the international trades-unions. Places could possibly be found for a number of southern colored agricultural illiterates at common labor and in semiskilled trades. They would then be eligible to membership in the unions of the workers in these lines of industry.

Improved machinery has greatly lessened the demand for muscle, but at the same time has increased the demand for men who are trained to use their heads as well as their hands.

A great number of accidents in the Ohio factories and mills during the past few years has largely been due to the employment of illiterate foreigners from southern Europe, who formerly followed agricultural pursuits, and the employment of large numbers of Negroes of the same class from the South would result, no doubt, in a like number of accidents. Until they become factory broken, more punctual and dependable in attendance, more intelligent, and more accustomed to the northern method of living they will not really constitute an asset of large value to skilled industry.

Yours, very truly,

THOS. J. DONNELLY,
Secretary-Treasurer, Ohio State Federation of Labor.

In closing the work in Ohio, after the failure of appropriations, Supervisor Hall gave the following statement of concrete results of his efforts:

1. The growth and stimulation of the opinion among colored workers that the Government has recognized them industrially, that they now have a medium through which to voice their complaints, and that because of the moral effect of such recognition they will be less subject to exploitation.
2. A more helpful attitude on the part of employers and a less hostile one on the part of white wage earners brought about through contact with colored members of committees.
3. The gradual elimination of racial objection at "the gate" or point of hiring, through the cultivation of superintendents, managers, and directors of employment.
4. The announcement of the official attitude of the Ohio State Federation of Labor concerning skilled and unskilled Negro labor.
5. The increase in efficiency and decrease in labor turnover brought about through the knowledge or belief that they would be given a "square deal" industrially.
6. The awakening of Negroes, through the circulation of frequent State-wide reports, to the industrial opportunities open to them.
7. The location, through questionnaires sent to county committees, of points where a surplus or shortage of Negro labor obtained, and the adjustment of these conditions, when possible, through the Clearance Division of the United States Employment Service.
8. The placing of movable wooden racks on cold cement floors of shower baths in several industrial plants in order to encourage a more frequent use of the bath.
9. The closing of several dilapidated, filthy, disease-breeding Negro boarding and lodging houses maintained by large manufacturing companies. The personal inspection of other lodging houses, camps, etc.
10. The creation of a better understanding of the functions of the Department of Labor, and a greater appreciation of governmental agencies brought about through the efforts of the State and county Negro worker's advisory committees.
11. The development of cooperative groups through the encouragement and information given to committees in communities where the organization of a building and loan association would be both practicable and advisable.
12. The appointment of several colored "labor scouts" whose efficient work in congested industrial centers was of great value to the service and to the Negro wage earners.

The opinions and attitude of white and colored citizens of Ohio on the work of Negro economics in that State show something of its effect. A few excerpts from the communications to the department are given below:

You have done a great work over this whole State and we all appreciate your worth. That is why we are willing to give our time gratis.

CHAPTER XIX.

REPORT OF WORK IN PENNSYLVANIA.

Pre war Conditions.—Negro labor can not be said to have enjoyed any abnormal inclusion in Pennsylvania industries. The historical and political development of Pennsylvania has not been such as to attract a large Negro population. Pennsylvania labor was probably formed, largely, by foreigners comprised of the so-called "Hunkie" laborer in the unskilled and semiskilled occupations. The skilled class was probably made up of American labor which developed in Pennsylvania along with the development of industry and which was supplemented, under the law of demand and supply, by skilled artisans and mechanics who came into Pennsylvania from other centers. Even the Negro mining class had been employed, previous to the war, in fairly large proportions in Pennsylvania mining districts of the southwestern section. In the Pittsburgh district, more than in any other section, the Negro worker, before the war, probably enjoyed a greater inclusion into all branches of labor than he did at any other point in the State.

The Pittsburgh Negro had long since become a very desirable citizen, a competent worker, and a thrifty individual. In the steel mills at Pittsburgh, "rollers" and other types of workers were employed at salaries sometimes as large as $250 per month. These persons maintained good homes and contributed to a high type of civic life in Pittsburgh. Now and then a technical worker from some of the best American universities was a supervisory in position in a steel mill.

Industrial advances during the war.—With the stress of war the great industries of Pennsylvania, through sheer necessity, became objective centers of a tremendously large mass of workers. The never-failing law of demand and supply was exercising great influence in drawing laborers. To the Negro worker, whether he came from locations within the State of Pennsylvania or other Northern States, or from the South, which was pouring into northern industries its thousands of Negro migrants, the influence of the law of demand and supply was very effective. Consequently Negro labor of every type was drawn into employment in Pennsylvania, from Philadelphia to Pittsburgh.

When the Division of Negro Economics was established, the plans of the Secretary of Labor called for the development of this work of the Negro, choosing first the points of the greatest needs in different sections of the country. For this reason the work of the division was somewhat delayed in its beginning in Pennsylvania.

The machinery of the United States Employment Service had been well established in Pennsylvania and as soon as plans for the Negro work were perfected and a worker available, it was decided to establish a cooperating office, first, at Erie, Pa. A competent Negro official, Harry E. Arnold, of the United States Employment Service, was accordingly detailed to that city.

At that time Erie presented some very critical problems affecting the relations of white and Negro workers. At the outset of the war there was said to be about 300 Negroes residing in Erie. But on November 18, 1918, this population had increased to 2,000 persons, the majority of them newcomers, practically all of whom had come from the South. Housing conditions most seriously affected the Negroes in Erie. When the Negro economics activities first looked in upon the situation, 200 Negro laborers were living in crowded bunk houses and hastily erected camps. The larger portion of Negro female workers were employed in domestic and personal service. Considerable complaint on the part of employees was directed against "irregularity of service." Because of this and the housing conditions, there was a large turnover of labor in Erie, male and female. The changes brought by the department's activities made rapid and far-reaching changes in the situation as the following paragraphs show:

Organization of committees.—The Negro special agent, Harry E Arnold, following the above-described plan of the Secretary of Labor, through the Director of Negro Economics, established a strong committee of colored and cooperating white members in Erie. The purposes and functions of such a committee have been previously explained. A labor survey of Erie followed and thereafter, as soon as the local situation had been well got in hand, similar plans were outlined for Meadville, Sharon, Pittsburgh, Washington, Connellsville, Harrisburg, New Castle, Beaver Falls, Sewickley, Wilkinsburg, Braddock, Homestead, Monongahela, Uniontown, Johnstown, Steelton, Carlisle, Chambersburg, York, Gettysburg, Williamsport, Lancaster, Coatesville, Scranton, and other industrial centers.

The signing of the armistice, of course, made unnecessary a greater development of plans for Negro labor in Pennsylvania, but during December, 1918, and January, February, and March, 1919, the Negro special agent had carried forward such plans in order to meet the readjustments which would naturally be found in reconstruction times. The beginning of April, 1919, found a surplus of 100 unemployed Negroes in Erie. The special agent within a few weeks had assisted in reducing this surplus to 48. In this effort it was necessary for him to seek opportunities and assistance from a number of plants in the placement of Negro workers. Thirty-one representative plants, principally in the iron and steel industries, gave ready attention to the employment of Negro labor, and the following facts are significant in connection with its greater inclusion in Pennsylvania industries: Four hundred colored men, of which 50 per cent were skilled workers, were employed in one of the railroad shops. Six of these employees were rated as "first-class mechanics" and were ranked among the most efficient in the shops. The officials of a metal company and of a boiler company, both of which employed foundry men and skilled workers, stated that their "Negro employees are as efficient as the whites."

When it became necessary for these plants to reduce their forces on account of the cancellation of contracts, preference was given, in the matter of continuation, to the permanent residents of the localities wherein these industries had their plants. The result was that the permanent employees are old residents of that city. This, of course, assists in stimulating the continuance of home ownership

and solidarity of civic life. The special agent reported 200 Negroes in the employ of the Carnegie Steel Co. on May 7, 1918. Prior to the sighing of the armistice the number was probably from 600 to 800. In this instance, inadequate housing again retarded the inclusion of skilled workers. Bunk houses and other unsatisfactory conditions which the better type of laborer would be discontented with estopped supply of the skilled Negro worker. The American Steel & Wire Co. reported a regular force of 75 Negro workers, practically all of whom were skilled employees.

The Savage Arms Corporation reported 60 colored workers on Government contracts. Two machinists were included in this number.

The above facts show to a small degree some of the practical work accomplished by this division within a very short period of time. The adjustments which followed the appointment of a departmental representative in Pennsylvania indicate the need of the continuation of such a special service in Pennsylvania districts, in which the Negro worker is striving for a permanent place in the industrial life. It may well be said that the great opportunities in this great State will at least, in some small degree, be more readily available to the competent Negro worker of the future.

Cooperation.—The Division of Negro Economics is particularly grateful to the private individuals and organizations in Pennsylvania, as well as public officials, Federal, State, and city, who cooperated wholeheartedly in the work set up in that city. Of particular mention are the Pittsburgh Urban League, the Interstate Industrial Arts Association, and the Armstrong Association of Philadelphia. These organizations, with their wealth of material knowledge regarding Negro life, were quick to come to the assistance of the department in this special effort. The Negro Workers' Advisory Committee of Philadelphia, comprised of strong white and colored citizens of that city, was made possible through the activities and help of the two last-named organizations. This committee, seated at Philadelphia, a point in which Negro life is very important, would have done inestimable work of value for the department had the future allowed a continuance of the complete field work of the Negro Economics Service.

As this report goes to the press, a statement has come from Erie, Pa., to the effect that the Negro workers' advisory committee of that city is still holding regular meetings, in an advisory capacity, with regard to the present labor problems of that vicinity. This is of special significance in view of the fact that nearly a year has elasped since the permanent work conducted by the department at Erie, ceased to function. The statement referred to emphasizes a cordial racial relationship at Erie and bespeaks a high respect on the part of employers and employees, white and colored, for the results accomplished by the committee.

CHAPTER XVIII.

REPORT OF WORK IN VIRGINIA.

The work of organization in this State was very easily launched after conference with the executive committee of the Negro Organization Society, which already had branch organizations in many localities of the State, both rural and city. The executive secretary of the State National Council of Defense, who very readily approved of our plans and directed the chairmen of the county councils throughout the State to appoint three white representatives for service as cooperating members for our local Negro workers' advisory committees. We soon had, therefore, committees established in about 60 counties and 5 cities of the State and an office established at Richmond with Mr. T. C. Erwin, formerly executive secretary of the Negro Organization Society, in charge.

A series of local conferences between white employers and Negro workers for making out plans and adjustment of misunderstandings were held in Richmond, Alexandria, Roanoke, Norfolk, Petersburg, and Portsmouth. A special note may be given of the cooperative action of the State Council of National Defense in dealing successfully with a very critical situation of friction between white and colored carpenters at Camp Lee.

One of the outstanding results of these conferences was the handling of an apparent labor shortage at Norfolk. The following is a brief statement of facts: The chamber of commerce discovered that many activities of the city on which Governmental projects depended was suffering from lack of labor. At the same time there seemed to be large numbers of able-bodied men in the city. The labor shortage committee was appointed and an announcement made that there would be a campaign of officers of the law to compel men to go to work or to go to jail. As this affected Negro workers very largely, Mr. P. B. Young, chairman of the Negro workers' advisory committee took up the question with the labor shortage committee, pointing out to them that such a plan would not serve to get workers but to drive them from the city. A substitute plan was offered by the advisory committee to carry on an educational campaign, laying before the workers at mass meetings the labor shortage confronting the community and its meaning to the city and to the Government with an appeal for volunteers. This plan was agreed to, and a series of street addresses were made at night on the most popular street corners in the districts frequented by Negroes. After a ten days' campaign of this kind employment offices were overrun with volunteer workers and there were more men than were needed on the jobs.

The office of the supervisor received regular reports from over the State of the Negro labor situation and gave special assistance as a result in meeting the farm labor shortage wherever possible. Special educational campaigns were carried on throughout the State by

means of bulletins giving information to the local committees on war labor needs and furnishing material on employment, health, housing, and recreation that might be passed to the congregations within the territory of each committee.

The supervisor of Negro economics was also associated with the director of the Boys' Working Reserve for the State of Virginia, and directed the beginning of that work among colored boys of the State to assist in supplying the farm labor shortage during the farming season of 1918 and the spring season of 1919.

When the Housing Bureau proposed the establishment of a model community at Truxtun, the supervisor of Negro economics very early was in touch with some of the strong colored citizens of Portsmouth, near by. A Negro workers' advisory committee, with Mr. W. H. Jennings as chairman, was formed. Through them there was developed contact with the officers of the navy yards, and the Housing Corporation was assisted in getting suitable residents for the houses of the project when opened.

A few weeks after the first blocks of houses were occupied there appeared need for continued assistance in getting these residents adjusted to the new community and in securing cooperation among the families. The supervisor of Negro economics for Virginia therefore gave considerable attention to this in cooperation with the local advisory committee of Portsmouth for help in stimulating the pride of the new residents in their community and in efforts to make Truxtun a model in every respect by keeping the buildings in the model condition they were when first occupied, and the lawns and surrounding grounds in first-class condition.

After a few weeks it became evident that it was desirable to have a Negro operating representative put in charge of the project. The United States Housing Corporation appointed Mr. Fred D. McCracken, who had been with the Housing Bureau for more than a year, first as assistant to the chief of the United States Homes Registration and Placement Service, in Washington, and later as a traveling representative of the United States Housing Corporation. Mr. McCracken took charge as operating representative of Truxtun in July, 1919.

This Truxtun project consists of 254 family houses with modern improvements, including electricity, hot and cold water, with garden and lawn space for each house, all being either detached or semi-detached residences. There are four stores and a modern brick school with 10 rooms all on one floor.

Not only did the operating representative get the support of the Negro Workers' Advisory Committee of Portsmouth, but he soon formed an association of the householders of the community, dividing the town into districts, with a captain over each district. These captains formed a sort of town council for advice and help to the manager in directing the affairs of the town.

The project, under his management, has continued with marked success, including the conduct of the public school as soon as the fine school building was completed. When the time came for selling the homes to the householders the volunteer organization of captains and householders was very helpful in inducing those who were then renting the properties to become the purchasers. All of the houses

have been taken on an easy-payment purchase plan. The Housing Corporation no longer furnishes the funds for taking care of the public utilities, these now being supported out of taxes which the householders have levied upon themselves.

There was inaugurated a system of messages to be delivered by representatives of the local advisory committees to Negro audiences gathered on various occasions in different localities. These messages acquainted the people with the labor needs, opportunities and conditions. At the time the service was discontinued a series of economic surveys with special intensive survey of Norfolk, Va., were being planned for several cities in cooperation with local officials and citizens. These surveys were to include living conditions of Negro workers, such as housing surveys, sanitation, etc.

The constitution of the Negro Workers' Advisory Committee of Virginia is somewhat different from that of the other States, and shows so concretely how effectively cooperative connections were made with the State and local private organizations in existence that it is incorporated herewith the account of the work of Virginia instead of in an appendix:

CONSTITUTION OF THE NEGRO WORKERS' ADVISORY COMMITTEE OF VIRGINIA.

ARTICLE I. *Name.*—The name of this committee shall be the Negro Workers' Advisory Committee of Virginia.

ART. II. *Purpose.*—The purpose of this committee shall be to study, plan, and advise in a cooperative spirit and manner with employers of Negro labor, with Negro workers and with the United States Department of Labor in securing from Negro laborers greater production in industry and agriculture for winning the war through increasing regularity, application and efficiency, through increasing the morale of Negro workers, and through improving their general condition.

ART. III. *Membership.*—The membership of this committee shall be composed of not more than thirty persons—colored men and women of Virginia. At least five members shall be women. Seven members of this committee shall be chosen from the executive committee of the Negro Organization Society (Inc.), who shall be subject to reelection on the same terms of election as other members. The chairman of the Virginia Council of Defense, the Federal Director of the United States Employment Service, the chairman of the War Labor Board, and such other white citizens as may be appointed by the United States Department of Labor shall be cooperating members. Governor Westmoreland Davis shall be Honorary Chairman.

ART. IV. *Executive board.*—There shall be an executive board of nine chosen from the general committee. At least two members of the executive board shall be women, and three members shall be chosen from the central committee of the Negro Organization Society (Inc.), subject to the same terms of election as other members.

ART. V. *Appointments.*—The members of the committee and of the executive board shall upon recommendation be appointed by the Secretary of Labor, who shall also designate the chairman and the secretary. These officers shall serve for both the advisory committee and the executive board.

Upon the first appointment, one-third of the members of both the advisory committe and its executive board shall be appointed to serve until January 1, 1919; one-third to serve until June 1, 1919; and one-third to serve until January 1, 1920. Thereafter, one-third of the membership of the committee and its executive board shall be appointed every six months to serve for a term of six months. The chairman and secretary shall serve for periods of six months each, subject to reappointment. There shall be a treasurer appointed by the executive board. He shall be under bond for the faithful performance of such duties as the executive board may designate.

ART. VI. *Meetings.*—Section 1. The advisory committee shall meet at least once every six months and at such other times as the executive board may decide. Fifteen members shall constitute a quorum.

Sec. 2. The executive board shall meet at least once every other month and at such other times as the chairman and secretary shall decide, unless otherwise ordered by the board. Six members shall constitute a quorum. The chairman shall be required to call a meeting of the executive board upon a written request of five members of the advisory committee, of the board, or of both.

Sec. 3. The meeting place of the advisory committee and the executive board shall be the State Capitol unless otherwise ordered by the executive board and approved by the Department of Labor.

ART. VII. *By-laws.*—The executive board shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the advisory committee and the Department of Labor.

ART. VIII. *Powers of the executive board.*—The executive board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the advisory committee and the United States Department of Labor, through its duly-authorized representatives.

ART. IX. *County committees.*—The executive board shall nominate for each county of the State having in their judgment a sufficient Negro population a county Negro workers' advisory committee of not more than eleven persons, at least two of whom must be women. This committee shall consist of one member from each magisterial district in the county and three members from the county at large, provided, however, that no county advisory committee shall consist of more than eleven members. Five members so nominated are to be appointed by the Department of Labor upon recommendation of the Negro Organization Society, (Inc.), or its central committee. A member of the respective county councils of defense and such other white citizens as may be selected by the Governor of Virginia, or his duly authorized representative, shall be cooperating members of the county advisory committee.

ART. X. *City committee.*—The executive board shall nominate for each city of the State having in their judgment a sufficient Negro population a city Negro workers' advisory committee of not more than twenty-five members, at least one-fifth of whom shall be women. A majority of the city advisory committee shall constitute a quorum for the transaction of business. Those nominated for this committee

shall be appointed by the Department of Labor upon recommendation of the Negro Organization Society (Inc.), or its central committee.

ART. XI. *Neighborhood committees.*—Each district member of the county Negro workers' advisory committee shall appoint in his district a neighborhood committee consisting of one member for every five to fifteen families in the district. The district member of the county committee shall be chairman of this neighborhood committee and shall be held responsible for the work of the committee.

ART. XII. *Finances.*—Neither this organization, its executive board, nor the county or neighborhood committees, nor any of their executive boards shall have power or authority to incur expenses or make any financial agreements or contracts, which shall in any way obligate the State of Virginia, the United States Department of Labor, or the Negro Organization Society (Inc.) No debts shall be incurred by this committee or its executive board or by any county or neighborhood committees or their respective executive boards unless previously provided for. The treasurer of this committee shall keep account of receipts and expenditures and he shall keep any funds intrusted to him deposited in such banks or trust companies as the executive board shall decide.

ART. XIII. *Amendments.*—Amendments may be made to this constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendment shall have been previously approved by the governor of Virginia, or his duly authorized representative, and the United States Department of Labor and the Negro Organization Society (Inc).

CHAPTER XIX.

NEGRO WOMEN IN INDUSTRY.

SUMMARY OF REPORTS MADE BY MRS. HELEN B. IRVIN, SPECIAL AGENT OF THE WOMEN'S BUREAU IN 1918–19.

Desiring to give recognition to all major questions affecting women in industry and keeping in mind the declared purpose of the United States Department of Labor "to foster, promote, and develop the welfare of wage earners of the United States," the Women's Bureau, early in its career as the Woman in Industry Service, made provision to include in its program a study of the problems of Negro women in industry. The summary of data here given was secured from several industrial centers where typical conditions were known to prevail during visits made within the seven months beginning December 1, 1918, and ending June 30, 1919.

This summary is by no means extensive. One hundred and seventy plants, employing more than 21,000 Negro workers, were visited, and the figures and statements here presented cover recent phases and developments in this industrial situation.

The plants and industries visited were located in Illinois, Ohio, and Missouri, and in portions of New Jersey, Pennsylvania, and Virginia. In a number of cases recommendations were made for the improvement of conditions. Wherever subsequent information could be obtained showing that action had followed these recommendations and some instructive experience resulted a statement has been included in this summary.

INDUSTRIAL OPPORTUNITIES FOR NEGRO WOMEN.

The total number of Negroes 10 years of age and over who were gainfully employed in 1910 as reported by the Thirteenth Census was 5,192,535; of these, 3,178,554 were male workers and 2,013,981 were female workers. Of the female workers, 1,051,137 were included in agriculture, forestry, and animal husbandry. Only 8,313 were listed in trade and transportation occupations, and 67,967 in manufacturing and mechanical pursuits.[1]

While these figures include women in all sections of the country, of wide range of training, and of all ages above 10 years, it is reported that, on an average, Negro women in industry are between 16 and 30 years of age. With the great labor shortage during the war, especially in northern industries, colored women had the opportunity to enter industrial pursuits never opened to them before. For the country as a whole there are at present no available figures to show the full extent to which they embraced the opportunities. The figures included below, however, are so typical as to give a good indication for the territory covered. As a result of recent migration in the North, these women were frequently new to urban life and to the factory type of community. They were, therefore, largely in process of adjustment to unaccustomed conditions, climatic, social, occupational, and economic.

[1] Department of Commerce, Bureau of the Census, Negro Population 1790–1915. General Tables Nos. 17 and 19.

The great need for workers to replace men drafted for Army service brought women into occupations not heretofore considered within the range of their possible activities. Negro women shared to some extent these new fields. In response to the industrial demand, large numbers dropped their accustomed tasks in the home and in domestic service to take up the newer, more attractive work of supplying the need of the fighting world for the products of industry.

In visits to 170 typical plants employing Negro women it was found that they were working at many different processes and under very different working conditions. Table VII which follows, gives an outline of the kind of work done by the women and the industries in which they were employed:

TABLE VII.—*Industrial occupations of 21,808 Negro women in (approximately) 75 specific processes, at 170 plants, during the period Dec. 1, 1918, to June 30, 1919.*

Number of plants inspected.	Product.	Processes at which women were employed.	Number of women employed, each specified process.
1	Bed springs	Assembling, miscellaneous	4
		Machine operating	16
2	Brooms, brushes	Grading broom corn, binding bristles.	190
5	Canned foods	Pitting, packing, crystallizing, and canning fruits and vegetables.	311
26	Clothing (men's and women's)	Cutting	2
		Draping	5
		Hand finishing	11
		Machine sewing	632
4	Cotton mills (cordage, waste, mops)	Feeding and tending machines	190
		Sorting cotton	100
31	Department and other stores	Elevator operators	110
		Saleswomen	3
		Stock girls, maids	228
		Wrappers	37
4	Furniture	Operating lathes	7
		Polishing desks, pianos	25
1	Glassware	Making blown glass	102
		Matron, timekeeper	2
7	Hardware	Miscellaneous machine operating punch and drill presses soldering, welding.	360
4	Hosiery and knit goods	Finishing knitted garments; operating.	38
		Knitting machines	692
6	Laundries	Steam and dry cleaning	11
		Washing and ironing by power machinery.	146
3	Leather goods	Grading, cleaning and curing, tanning hides.	130
5	Meats and meat products (stockyards, abattoirs).	Cleaning and curing offal	2,900
		Preparing, curing, and canning meats.	117
		Testing hides	37
		Time keeping	2
		Trimming and cleaning viscera	136
2	Munitions	Loading shells	499
16	Office work (Government work, mail-order houses).	Billing machines and addressograph operators.	331
		Card filing, clerking	2,705
		Expert investigating	7
		Packing and shipping goods	182
		Skilled field work (lectures, etc.)	8
		Switchboard operating	2
		Typists, stenographers, bookkeepers	2,303
4	Rubber goods	Making and vulcanizing motor tires, tubes, rubber toys, etc.	114
16	Tobacco	Making cigars	48
		Preparing snuff and chewing tobacco	2,373
		Stemming	5,965
		Weighing and inspecting	2
12	Transportation	Cleaning and repairing automobiles	215
		Flagging trains	18
		Salvaging from railroad wreckage	84
3	War apparatus (gas masks, aeroplane sails, balloons).	Power-machine stitching	57
	Total		21,808

Total number of plants inspected, 170.

It will be seen from a study of this table that the two industries employing the greatest number of Negro women were the meat-packing industry, where 3,282 were employed in the stockyards and abattoirs, and the tobacco industry, where 5,965 were employed at stemming tobacco, and 2,375 in the preparation of chewing tobacco and of snuff.

Another very large group were doing office work, 5,538 being employed in 16 offices. The other occupations ranged from the simple work of sorting and packing to the operation of various machines requiring skill and dexterity. Some of these occupations, such as loading shells, operating lathes, cleaning and repairing automobiles, flagging trains, and salvaging from railroad wreckage, were new to all women. On the greater number of processes, however, white women had been employed many years before Negro women were taken on.

During the war the employment of large numbers of women at new tasks in munitions plants and other war industries led to a shortage of labor in the textile and garment factories, which had long been great employers of women. As a result many textile and garment manufacturers, being quite unable to secure the requisite number of white workers for their plants, accepted and even appealed to Negro girls and women to relieve the situation. The work of 1,653 girls and women in textile and garment trades was carefully observed. Several thousand others were known to be similarly employed.

In several arsenals and munition plants groups of Negro women were found mixing chemicals, loading shells, making gas masks, stitching wings for aeroplanes, and engaging in similar processes requiring great care, skillful fingers, patriotism, and courage. Most of these industries were housed in modern fireproof buildings, well ventilated to carry off the poisonous fumes, asbestos partitioned to prevent the spread of flames, and well equipped with hose, fire escapes, and first-aid apparatus for use in the occasional accidents that appear to be unavoidable in such places.

The 556 munition makers were found to be giving satisfaction as a whole, and in some instances were reported to respond more readily than others for doing the heavy and dangerous portions of the work. They were proud of their unusual tasks and of their uniforms, and seem to have appreciated the working day shorter than household hours in domestic and personal service.

In abattoirs, stockyards, and tanneries Negro women were engaged at different times in all processes except the actual butchering and inspecting of meats. They trimmed, sorted, and graded different portions of the carcasses; separated and cleaned the viscera; prepared, cured, and canned the meats; and graded, cleaned, cured, and tanned the hides for making articles of leather.

In Government clothing factories and in private establishments on Government contracts they made overalls, army shirts, and dungarees in large numbers. In other factories they made bolts, nuts, rivets, screws, motor accessories, and metal buckets. In rubber plants they made automobile tires, tubes, parts of rubber boots, shoe heels, toys, and hospital necessities, such as rubber gloves, pads, and hot-water bottles. In transportation service they cleaned cars, acted as switch-

men and flagmen, mended roadbeds, salvaged small parts of engines and coaches from wreckage, painted and made simple repairs on automobiles, and occasionally acted as chauffeurs.

Power-laundry work has furnished the opportunity for many Negro girls and women to earn a livelihood. In considerable numbers they have followed into the factory their former occupation of laundering clothing. Under good factory conditions this permits of escape from the more undesirable conditions of the household laundry service. Because of the difficulties and dangers of the work, and because of the traditional linking of Negro women to such tasks, there has been in most places little objection to them or color discrimination against them in laundries. They have learned, consequently, to operate all kinds of power-laundry machinery; to wash, iron, steam or dry clean garments of all sorts, as well as to do the hand finishing that is still in considerable demand.

Many of these industries being essential in peace times, it is probable that large numbers of the Negro women who were drawn into them during the war emergency, and have made good, will find permanent occupations at more desirable work than heretofore.

In these industries Negro women usually fell heir to the less desirable occupations or processes. As a whole, however, they stuck to these jobs and many won advancement to higher places in that way. Many are still to be found spinning coarse yarn; knitting gloves, stockings, and underwear of cheap grades; making lingerie, fine waists, silk and woolen dresses, coats, caps, overalls, and men's shirts.

The 8,387 tobacco workers observed in the factories visited were found chiefly in southern or border-line States, and, with the exception of two groups, are working under most objectionable, insanitary conditions. Nearly 6,000 of these young, unskilled girls, work in stemmeries, where they prepare the stemmed tobacco for chewing, cigar making, snuff, and cigarettes. Very few Negro girls are found at the more skilled processes, such as making cigars. For this work one employment manager insisted upon hiring only pretty types, of rather foreign appearance, "in order that they may be regarded by patrons as Cuban, South American, or Spanish." Two women who were employed as weighers or inspectors were found to be both quick and accurate in their judgment, and are paving the way for others.

In hotels many Negro women performed the services of cooks, dishwashers, waitresses, maids, elevator operators, and even bell girls. These latter were afterward quite generally replaced by boys and men, the girls being unable to handle most of the luggage of patrons. The wages of maids and waitresses were usually low, the workers being largely dependent upon "tips."

Elevator girls were operating both in hotels and in department stores as well as in many office buildings. They worked on alternate long and short "shifts," with brief rest periods, and carried passengers or freight as required. However, they were not usually compelled to lift packages into or out of their cars. Not only have have these girls succeeded as elevator operators, but also as maids, stock girls, bundle wrappers, and even, where given the opportunity, as saleswomen. Several employers expressed a marked preference

for Negro stock girls, for reason that a greater variety of service might be demanded of them. For instance, in some stores they came to work 15 minutes before schedule time in order to polish mirrors and display cases.

Careful observation showed that bundle wrappers working in sight of customers of stores were often of types whose racial identity was doubtful, while those behind the screens, as in packing and shipping departments, were more distinctly negroid in complexion. Three saleswomen of discernible Negro blood were of good appearance and showed keen intelligence about their work. Three or four quick and clever stock girls were found acting as sales assistants.

Excepting Government appointees, of whom varying numbers have held positions under civil-service regulations since the period of reconstruction following the Civil War, comparatively few Negro women were employed at office work until 1917. The general spur to industry consequent upon America's participation in the war, the shifting of workers from home and farm to office, factory, and battlefield made opportunities for greater numbers at clerical tasks than ever before. In this emergency several thousand Negro women found opportunities to play their part. The total of 5,380 found doing office work qualified in the offices of shops, of mail-order and other business houses, as typists, stenographers, and bookkeepers, 2,303 were observed at this work. There were 2,705 filing clerks, 531 billing and addressograph operators, and 182 packing and shipping clerks. These included, of course, forewomen and supervisors of the various groups of workers. Clerical work was being done for the Government under civil-service and special classification. Also, there were 15 special investigators and lecturers and 2 telephone switchboard operators.

A majority of these clerical workers, both in general commercial and industrial plants and in Government service, were given temporary appointments under the war emergency. Many of them were being released after the armistice to make way for discharged soldiers or because need for their services no longer existed. Others were frankly told that such positions as remained available were intended for white workers, and that they had been used merely because no others could at that time be obtained. In a few known instances, however, Negro girls and women acquitted themselves in so satisfactory a manner that they have been retained, these having made permanent places for themselves. Also, a number of instances of individual success and achievement are known to have been rewarded by promotion and by assurance of continuance during satisfactory service.

The signing of the armistice, bringing about a gradual cessation of war industries or a change in factory processes and products, probably meant the permanent dismissal of many of these Negro women industrial workers. Some have been provided for in the new plans of their employers and others have returned to their prewar occupations. Subsequent study is in progress to ascertain to what extent these Negro women have found a permanent foothold in these industrial occupations.

CONDITIONS OF EMPLOYMENT.

In individual plants conditions were found to vary from the least desirable to the most satisfactory, as judged by modern industrial standards. Outstanding examples of these differences are to be found particularly in types of factory work usually denoted as "women's trades," such as textile, clothing, and tobacco industries. On the whole, the working conditions where Negro women were employed along with white women the conditions appeared to be similar. A few typical cases will illustrate the situation.

In a hoisery mill employing Negro women no provision was made for first aid, although slight accidents are frequent. Other facilities for the comfort of the workers were at a minimum. The plant had no lunchroom or lockers. There were but two toilets and two sinks, and one separate faucet with a tin cup attached supplied the drinking water for the entire group. There was neither soap nor warm water for washing the hands, although the workers were expected to keep the white hosiery quite free of any soiling. They were taxed a few cents for each soiled spot found by the inspector.

On the other hand, another establishment, manufacturing men's shirts, offered thoroughly desirable working conditions with adequate facilities for the comfort of its employees. Each unit, consisting of 140 to 200 girls, was furnished with an instructor for processes that were new, whether carried on by hand or by power machine. The shops were well lighted and heated and were fitted with modern machinery that runs with little noise and gives to the operators protection from accident. A small dispensary and first-aid room, with a nurse, were available. There was an excellent lunch room, with food furnished at cost. There were lockers, clean and adequate toilets, and sinks with soap and sanitary towels. All workers started with the same basic wage, with increases to more highly paid piecework as rapidly as their skill permitted.

Good and bad conditions were found also among industries heretofore carried on entirely by men. For instance, a plant manufacturing buckets and other sheet-metal products was very poorly heated, lighted, and ventilated. Its uneven cement floor held pools of water that had overflowed from the cooling tanks. Generously spilled paint and solder caused an uncertain footing in the dim aisles.

One room, about 9 by 12 feet, with a single toilet in the corner and with hooks above two benches along the walls, furnished the only arrangements for women to change street clothing and working apparel and for the storage of coats and skirts of changed garments. There being no lockers, garments of workers were frequently reported as lost from the hooks. Two sinks just outside the door of this room were supplied merely with cold water, and only roller towels were furnished.

Under these conditions two groups of 35 Negro women each worked on alternate day and night shifts. One group worked from 7 p. m. until 5 a. m., with a half hour at midnight for lunch. Because of the extreme suburban location of this plant and the inconvenience to cars these employees were obliged to walk about half mile across an unpaved, poorly lighted, wind-swept area which was unpleasant even on a clear winter midday, not to mention inclement weather.

A group of young Negro women, selected and sent by the local United States Employment Bureau in response to an urgent appeal from the woman proprietor, left this factory in a body on their first day because of the abusive language of a foreman in response to their protest against the conditions under which they were expected to work.

In marked contrast to these conditions were those found in an immense plant which was making bolts, nuts, small parts of motors, and other machine-shop products. The several hundred women employees were native-born white, Negro, and foreign-born of several nationalities. The workrooms of this factory were light and clean, neither unduly noisy nor overcrowded. The punch and drill presses were provided with guards to reduce the number of accidents. The Negro women wore caps and overalls and were directed by a Negro forewoman. The plant was adequately equipped with toilets, washrooms, and lockers. There was a plain but clean lunchroom, a dispensary, with first-aid and visiting-nurse service without charge. There was also a company store where employees could purchase uniforms, other plain clothing, and a few necessary foodstuffs at wholesale rates. A training school offered certain instruction during a limited number of hours each working week. There was apparently no special arrangements made because of race, except that the colored women worked in a group to themselves and were superintended by a Negro forewoman.

Realizing that the opinion of their employers would seriously affect the future of Negro women in industry, an attempt was made to secure the opinions of superintendents or other officials dealing with Negro women in these plants. Of 34 employers who expressed a definite opinion on this subject, 14 said that they found the work of Negro women as satisfactory as other women workers, and 3 found their work better than that of the white women they were working with or had displaced. Of the 17 employers who felt that the work of Negro women did not compare satisfactorily with that of the white women, 7 reported that irregularity of attendance was the main cause for dissatisfaction, and 7 others felt that the output of Negro women was less because they were slower workers.

INDUSTRIAL TRAINING.

The chief of the problems of industrial training is presented by the very obvious need for a more carefully thought-out plan of education for Negro women, who are comparatively new to industry and who have no adequate standards upon which to base their estimate of their own worth or the requirements of their occupations.

If private and public facilities were to be generally opened to Negro women for their education there would not fail to be a very general increase in the efficiency of Negro women in industry. This is not education in the usually accepted sense, though an impartial enforcement of the school attendance law will improve economic conditions for future groups of workers. It is training for efficiency, with its contributing factors of personal hygiene, industrial sense, increasing skill, and realization of contractual obligation. It is the development of industrial consciousness through the fostering of pride in achievement, through increasing personal and family thrift and through

encouraging an attitude of constancy toward a given task or locality. This type of education is essential in "training the worker on the job."

As is the case with any group new to a situation, Negro women on entering industry have need of patient, careful training in all processes required of them and in the use of all machinery employed in the specific work assigned to them. Such training plus the opportunity to advance individually or in groups, as their increasing skill may warrant, has been found profitable by most of the employers who are awake to the possibilities of Negro women as workers. Eighty per cent of the employers interviewed who had given a trial to the training-plus-opportunity method reported little or no difficulty with these workers, while 30 per cent expressed a preference for Negro women because of their cheerfulness, willingness, and loyalty in response to fair treatment.

One employer who had instituted these courses said: "We are getting all we hoped for and more." In this plant the girls were doing clerical work. Each girl was given three days' special training before being put to work. Up to the time of the visit (1919) their work was so satisfactory that a large number were employed. The management said that it had found that Negro girls did just as good clerical work as white girls as soon as the "breaking-in" training had been given.

In another plant, where a "superintendent of service" was detailed to superintend group and individual training for work on small machine products, it was reported that there was no difference between the work or attendance of the native-born white, Negro, and and foreign-born women workers. This plant showed in the kind of women employed and the atmosphere of the workroom the excellent results of the absolutely equal chance given to all workers. In other plants training was more haphazard, being given by the forewoman and sometimes by fellow workers. It was from such establishments that the greater number of complaints of inefficiency and slowness came.

In addition to courses of training supplied by the employer within his plant and which are limited to the actual processes in use in his plant, there were found some opportunities for Negro women in the public schools, through continuation classes or night schools.

In one locality a plan of cooperation for such extension work between the vocational bureau of the public schools and a privately controlled industrial school was feasible. The school in question had already launched several courses designed to interest the young working girls of that community. The principal was quite willing to extend the opportunity to Negro women workers, making such course as practically attractive as the school facilities would permit. At the time this school was offering courses of interest to housemaids, cafeteria workers, butchers, core makers, motor mechanics, and various sorts of garment workers, including makers of overalls, shirts, and women's clothing.

Possibilities for decent, sane, healthful recreation for the average Negro working girl and woman being in many communities distressingly inadequate, this phase of educational activity is very essential to efficiency. It appeared wise to attempt to arouse interest in this matter wherever the situation seemed urgently to warrant it.

As an instance of what can be done, a community center organization which had previously taken no heed of the 300 to 400 colored girls at work in a local factory was persuaded to provide for them a weekly meeting place and a leader of games and athletics. The principal of a Negro school was induced to appeal to the school authorities to include in their plan for a new building some provision for a joint assembly room and gymnasium. Much to the principal's surprise the appeal met a favorable reception, and the people of the little community are now watching the erection of their building with this addition.

Several recreational clubs of different sorts have been organized in churches, and a certain war service has given excellent and valuable assistance in this respect, following most willingly any lead or suggestion that might be given.

A very important part of the work which was done by the Women's Bureau in connection with Negro women was the educational talks explaining to various groups interested in this subject the standards and policies that should attain in establishments employing women and girls.

In addition to the courses of training which could be made available for Negro workers in the private or public schools, there could be a most valuable educational stimulus and training given in the various leagues and clubs of industrial women workers which are organized in different communities.

METHODS OF SUPERVISION.

If the Negro woman is to keep and increase her hold in industrial activities of the country, in addition to special training to fit her for the work, she will need the cooperation of employers who understand the special problems attending her employment, and who will make adjustments and establish policies accordingly. Various methods of shop management in plants employing Negro and white workers together were noted during this survey, and on the basis of successful experiments that were observed recommendations were made for the improvement of conditions in other localities.

In one northern community which had recently been subjected to a large influx of Negroes one well-known firm had already put into operation a plan of work for them on equal pay and conditions as other workers. The results were not only satisfactory but were promising of most desirable further development. The workers were making good in every department. The largest numbers naturally were found in sections where mainly manual operations were required. Besides the many operators on punch and drill presses there were several forewomen, five typists, two or three clerks, two messengers, two elevator operators, a first-aid assistant, a postwoman, and a woman chauffeur. With this particular firm as a successful example three others were persuaded to give their Negro workers similar opportunity.

Negro women supervisors of units of workers of their own kind were giving results. One very successful instance of such supervision can be used as an example of what might be accomplished through the more general adoption of the plan. This unit of approximately 200 girls in a large mail-order house had worked for about a

year under the supervision of an intelligent Negro woman. The work of these girls consisted of all office processes, such as bookkeeping, stenographic work, typewriting, and operating office appliances as well as packing and preparing goods for shipment.

These workers were not only supervised but were also trained and instructed by Negro forewomen. The unit had a slogan, "Make good 100 per cent." So successful had been the work of this group that shortly after their dismissal by a new, unsympathetic superintendent, they were reinstated and their number augmented, because their work was so satisfactory in relation to the larger work of the entire plant.

Although there was a number of examples found of a carefully thought out policy in the employment of Negro women, there were complaints of discrimination made by these women too serious and frequent to be ignored. If a group of women persistently believes that they are given the lowest wages, the most disagreeable work, the poorest material, and that they will be the first to be laid off, whether or not the facts fully warrant their beliefs, they will hardly put their best efforts into the improvement of their work.

SUMMARY AND CONCLUSION.

From the foregoing account it would seem that the Negro women have taken an increasingly important place in ndustrial activities, largely as a result of labor shortage during the war. They increased in numbers in meat packing, in the tobacco industry and power laundries, and entered largely into textile and garment factories, munitions plants, and into clerical positions.

The conditions of the places of work varied from excellent to very poor, appearing to be similar to those surrounding white women where the two were working together. The Negro women workers need special attention to their industrial training and opportunities for community adjustment. Where employers have tried to do this they found it profitable. Special supervision, especially by persons of their own race, has proven effective.

It appears that as a worker, the Negro woman presents no unusual problems except in the matter of securing full justice for her in the opportunity to secure and hold work.

So far as the situation may be regarded as peculiar to the Negro woman it may be said that she has been accepted, in the main, as an experiment; her admittance to a given occupation or plant has been conditioned upon no other workers being available, and her continuance frequently hinged upon the same. She was usually given the less desirable jobs. The Negro woman worker being new to industry has to learn its lessons of routine and regularity; the attitude both of the employer and of other workers toward Negro women workers was one of uncertainty.

CHAPTER XX.

RECOMMENDATIONS ON SCOPE OF DEPARTMENTAL AUTHORITY.

From time to time the office of the Director of Negro Economics submitted reports and memoranda to the Secretary of Labor showing the propaganda of a radical and bolshevistic character which it was attempted to establish among Negro wage earners. Such a memorandum, with supporting documents and newpaper clippings and exhibits, were submitted to the Secretary about a month before the series of riots in Chicago, Ill., Omaha, Nebr., Washington, D. C., and other places in the summer of 1919. In this memorandum there were analyzed the three schools of opinion and activities in the adjustment of Negro life, namely, the very radical and revolutionary socialistic and I. W. W. group, the aggressive abolitionist group, and the conciliatory group. In the course of this memorandum, dated July 8, 1919, there occurred the following statements:

> This state of opinion in the Negro world is especially important with reference to the labor conditions in the States of Pennsylvania, Ohio, Illinois, Michigan, and points in New Jersey, Indiana, Nebraska, Iowa, and Kansas. To this territory thousands of Negroes have migrated and are still moving. They are coming into employments very much more highly paid than those they left in the South. They are badly housed in most cases, rather coolly received by the white workers and populace, segregated into "ghettos" in the larger industrial centers. They are little adjusted to the highly organized northern life into which they have come from more backward communities in the South. The white workers in many localities in this territory have looked with apprehension upon their settlement, at the present time there being considerable friction in points like Toledo, Ohio, Chicago, Ill., and Omaha, Nebr. The occurrences at Philadelphia, East St. Louis, and Chester, Pa., within the last two years are only indications of what may easily take place in other places. The returning Negro soldiers are also going in large numbers to these centers. * * *
>
> Their discontent, growing out of previous conditions and present maladjustment in their new surroundings, their desire for American rights, their resentment against unjust discrimination and other practices against them make them a very ripe field for critical developments of unrest, friction, and disturbances—dangers not only to the peace of labor conditions but also to the welfare of themselves, the community, and the Nation. Suspicions of white workers at the present time in several places make outbreaks easily possible. * * *
>
> In all this territory there is very little, if any, well-organized and well-directed machinery for assisting Negroes in getting into touch with the employment offices and in getting located and adjusted in their new environment. Thousands of them are coming to places like Chicago and Detroit with no direction whatever. They will listen to counsel and guidance from Federal agents as from no others.
>
> It has been clearly demonstrated that our supervisors, working under the United States Employment Service, with the development of Negro workers' advisory committees in these places, can have the most far-reaching effect upon these workers.

During the trying days of the Chicago riots the Director of Negro Economics went to Chicago and investigated the situation on the ground and on August 27, 1919, he made a full report of the Chicago situation to the Secretary of Labor, outlining the underlying labor causes in relation to white employers, white workmen, Negro workmen, housing, political, and other conditions. This report was sup-

ported with a mass of testimony, newspaper clippings, and other data. The director also visited and reported upon the feeling between white and colored workers in St. Louis, Mo., Detroit and Flint, Mich., Cleveland, Ohio, and several other places. Testimony and evidence were also gathered from Sumter and Columbia, S. C., Birmingham, Ala., New York, N. Y., Jacksonville, Fla., and Montgomery, Ala., and from this testimony the director said, as a preface to the following recommendations:

I am led to believe that the racial tension is so widespread as to be, in fact, a matter of national concern calling for some attention from the National Government.

He therefore made the following recommendations which were transmitted by the Assistant Secretary of Labor and approved by the Secretary of Labor September 29, 1919:

This report of racial friction, together with my previous memorandum on racial unrest, submitted July 8, 1919, shows imperative need of some forward steps. When the Secretary of Labor, furthering the effectiveness of his office, created the position of Director of Negro Economics there was latently established a means of exchange of information and of cooperation between this department and other departments of government, both State and Federal, through which a large, National constructive program for bettering the living and working conditions of Negro workers and improving their relations with white workers and white employers may be outlined and put into operation. The authority of the Secretary to establish such cooperation between this department and other departments is given in the organic act as follows:

"Said Secretary [of Labor] shall also have authority to call upon other departments of the Government for statistical data and the results obtained by them; and said Secretary of Labor may collate, arrange, and publish such statistical information obtained in such manner as to him may seem wise." (Sec. 4 of the orgainc act creating the Department of Labor.)

Section 10 of the organic act directed the Secretary to report to Congress a plan for coordination of the activities, duties, and powers of his office with those of other offices so far as they relate to labor. January 9, 1917, the Secretary of Labor reported such a plan to Congress with a bill to establish such cooperation and coordination of activities, powers, and duties. (See H. Doc. No. 1906, 64th Cong. 2d sess.) Apparently this bill was never enacted into law.

However, the Director of Negro Economics has been acting under the authority of the Secretary given in section 4 of the organic act quoted above so far as cooperation could be obtained with other departments in obtaining and furnishing information for the advice of the department. In addition to effective cooperation of an advisory nature which has been established with the several bureaus and divisions of the Department of Labor, special steps for cooperation with other branches of the Federal Government and with some of the State governments have been successfully undertaken. Special mention may be made of such cooperative effort with the State Councils of National Defense during the war, with the United States Public Health Service, and the War Risk Insurance Bureau of the Treasury Department, and with Col. Woods's office (Special Assistant to the Secretary of War), and with some of the demonstration agents of the Department of Agriculture.

Based upon this past experience and the authority and powers of the Secretary of Labor for calling upon other branches of the Government for information affecting wage earners, I respectfully recommend:

1. That the office of the Secretary of Labor, by virtue of the aforesaid authority, either through the Division of Negro Economics, or otherwise, as seems best, take steps through the executive of each department, or chiefs of bureaus or commissions or boards, (*a*) to develop cooperation for securing statistical data on labor matters from other departments, such data to be collated, arranged, and published with reference to Negro workers and their relations to white workers and white employers; (*b*) to work out plans for practical cooperation of the office of the Secretary of Labor with such other branches of the executive department of the Government as deals with questions of labor, such plans to be similar to those already started with the Public Health Service, the Bureau of War Risk Insurance of the Treasury Department, and the office of Col. Woods, of the War Department.

2. That the Negro Workers' Advisory Committees already established be utilized for such cooperative service with other departments of the Government for such steps as may be effective in removing the conditions now causing racial unrest and friction.

as it seems to me that some of the causes can be effectively removed by cooperative efforts of the agencies of the Federal Government along the following lines: (*a*) Publicity and educational campaigns on the training of Negro workers, both shop training and unskilled training; (*b*) improvement of the housing of Negro workers; (*c*) methods of encouraging thrift; (*d*) improvement of farm labor conditions and methods of labor management; (*f*) educational efficiency campaigns on promptness, regularity, full-time work, etc., utilizing Negro newspapers, associations, agencies, and public speakers; and (*g*) enlistment of active help of white employers and organizations of white workers.

3. That through the cooperation of the other agencies of the Federal Government some plan for the investigation of Negro affairs and race relations in as many localities as possible be undertaken as a means of having information and advice to improve conditions and race relations.

4. That steps be taken with appropriate departments of State governments similar to those already established in North Carolina, Ohio, and Illinois.

APPENDIX I.

LABOR AND VICTORY.

[An address prepared and sent out for use in Fourth of July celebrations, 1918. About 2,000 copies were distributed and it is estimated that it was heard by more than 1,000,000 Negroes.]

This is a world struggle for democracy, and win it we must.

How can we win it? There is but one way. Everyone—man, woman, and child, be he a millionaire or a day laborer—must do his level best at his work, wherever he may be, whether on the farm, at the docks, in the machine shop, in the mill, at the White House in Washington, in the kitchen, in the home, or in the trenches. Even wealthy society women in our own country are giving up their luxuries, children are giving up their candy, that the children of Europe may have bread.

To win this war our soldiers must go to France and fight; but they can not fight unless they have guns and ammunition. They can not fight unless they have clothing and shoes, and tents, and plenty of food. They can not have these things unless there are ships to carry them to France. We must have ships and more ships. We must build steel ships; we must build wooden ships; we must build concrete ships, to hurry our men and war supplies to the front. Thoughtful men and women, how can our soldiers have clothing and shoes and food? How can we have ships to carry our boys to France? There is but one way. Every man, and every child and woman, must work and save, to furnish food, to make clothing and shoes, to make guns and ammunition, and to build ships. And do not forget that any person, black or white, who does not work hard, who lags in any way, who fails to buy a Liberty bond, or a War Savings stamp if he can, is against his country and is, therefore, our bitter enemy.

I am happy to say that the majority of our men and women are working like all other good Americans to make their labor win the war. Only a few weeks ago the world's record for driving rivets in building steel ships was broken by Charles Knight, a Negro workman at Sparrows Point, Md. In one nine-hour day he drove 4,875 three-quarter inch rivets in the hull of a steel ship. The newspapers of the country have lauded him for his work. The British Government sent him a prize of $125. Again, many of our men and women are making records as workers in the steel mills, in the coal mines, on the railroads, and on the farms. Our thoughtful, interested cooks and other helpers in the kitchen are really doing service at the front, by saving all the food they can. The newspapers and journals of the country, managed and edited by thoughtful men and women, are creating sentiment that will do much toward winning the war. For instance, the Albany (Ga.) Herald, a newspaper edited by Southern white men, advised and suggested to ladies of the city who offered to make and present to the city a service flag, that a service flag for Albany would not be complete unless there were placed in its field a star not only for every white soldier or sailor who has enlisted from Albany but a

star for every Albanian, white or black. The first employee of this newspaper to join the National Army was a Negro, and the first star on the Herald's service flag is his star.

Negroes are being asked in every city, town, and rural district to join in this work of winning this war. We, like other folks, are having an unusual chance to work and save our country. Let every one of us be wide awake, and make the most of this opportunity. Let him bear in mind that every time he makes good on his job, he helps his country and the race. Let him also remember that every time a Negro falls down on his job, he pulls down his country and the entire race, and thus makes winning the war less possible.

A few months ago a friend printed a card to help the Negro workmen in factories and shops. The card read something like this:

WHY HE FAILED.

He did not report on time;
He watched the clock;
He loafed when the boss was not looking;
He stayed out with the boys all night;
He said, "I forgot;"
He did not show up on Monday, and
He wanted a holiday every Saturday;
He lied when asked for the truth.

There is still another thing we ought to think about, if we are to make the most of these opportunities for saving our country. These are times of great demands and great prosperity. Wages are high. Everybody who will work can get work. Many who are working now are making more money than they ever made. Many of our families who have men in the Army are now getting from Uncle Sam more cash money than they ever had at any one time before. What then is the wise thing for us to do now? In the words of the proverbs of Solomon: "Go to the ant, thou sluggard; consider her ways and be wise. She layeth up her store in summer." Now is the time to work every day we can. Now is the time to work every hour we can. Now is the time to make and save every dollar we can. Now is the time to buy every Liberty bond we can, and every War Savings stamp that we can, in order that our country may have that liberty for which she is fighting. The Negro has fought like a man in the battles from Bunker Hill to San Juan Hill. He has died to keep the American colors flying. Those left behind did their duty like soldiers, and to-day there are hundreds of black boys at the front in France laying down their very lives for their country, for you and for me. Will you, because of your refusal to work six days in every week, or because of your failure to save as much food as you can, or because of any lack of interest whatever on your part, have to answer to our boys on their return, maimed in battle or even to men who never return? We are our brothers' keepers; we, too, are soldiers on duty, and in our hands rests the destiny of our country and our fellow men America needs, expects, and asks every man to do his duty.

APPENDIX II.

CONSTITUTION OF THE NEGRO WORKERS' ADVISORY COMMITTEE OF NORTH CAROLINA.

ARTICLE I. *Name.*—The name of this committee shall be the Negro Workers' Advisory Committee of North Carolina.

ART. II. *Purpose.*—The purpose of this committee shall be to study, plan, and advise in a cooperative spirit and manner with employees of Negro labor, with Negro workers, and with the United States Department of Labor in securing from Negro laborers greater production in industry and agriculture for winning the war through increasing regularity, application, and efficiency, through increasing the morale of Negro workers, and through improving their general conditions.

ART. III. *Membership.*—The membership of this committee shall be composed of not more than 30 persons, colored men and women of North Carolina. At least five members shall be women. The chairman of the North Carolina Council of Defense, the Federal director of the United States Employment Service, and the State agent of rural schools shall be cooperating members. The governor shall be honorary chairman.

ART. IV. *Executive board.*—There shall be an executive board of nine chosen from the general committee. At least two members of the executive board shall be women.

ART. V. *Appointments.*—The members of the committee and of the executive board shall, upon recommendation, be appointed by the Secretary of Labor, who shall also designate the chairman and the secretary. These officers shall serve for both the advisory committee and the executive board.

Upon the first appointment one-third of the members of both the advisory committee and its executive board shall be appointed to serve until January 1, 1919; one-third to serve until June 1, 1919; and one-third to serve until January 1, 1920. Thereafter one-third of the membership of the committee and its executive board shall be appointed every six months to serve for a term of six months. The chairman and secretary shall serve for periods of six months each, subject to reappointment.

ART. VI. *Meetings.*—Section 1. The advisory committee shall meet at least once every six months and at such other times as the executive board may decide. Fifteen members shall constitute a quorum.

Sec. 2. The executive board shall meet at least once every other month and at such other times as the chairman and secretary shall decide, unless otherwise ordered by the board. Six members shall constitute a quorum. The chairman shall be required to call the meeting of the executive board upon the written request of five members.

Sec. 3. The meeting place of the advisory committee and the executive board shall be the State Capitol, unless otherwise ordered by the executive board and approved by the Department of Labor.

ART. VII. *By-laws.*—The executive board shall make such by-laws and rules for the conduct of business as seem best, subject to the approval of the advisory committee, and the Department of Labor.

ART. VIII. *Powers of the executive board.*—The executive board shall transact all business, make plans, enter into agreements, and form such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the advisory committee and the United States Department of Labor, through its duly authorized representatives.

ART. IX. *County committees.*—The executive board shall nominate for each county of the State having in their judgment a sufficient Negro population a county Negro workers' advisory committee of not more than 11 persons. These persons so nominated are to be appointed by the Department of Labor upon recommendation of the county council of defense of their respective counties. The chairmen of the respective county councils of defense and such other white citizens as may be selected by the Department of Labor shall be cooperating members of the county advisory committee.

ART. X. *District committees.*—The county advisory committee may be authorized by the State committee to form district advisory committees for localities in their respective counties where the Negro population and local labor problems justify such district advisory committees.

ART. XI. *Finances.*—Neither this organization, its executive board, or the county and district advisory committees, or any of their executive boards shall have power or authority to incur expenses or make any financial agreements or contracts which shall in any way obligate the State of North Carolina or the United States Department of Labor. No debts shall be incurred by this committee or its executive board or by any county or district committees or their respective executive boards unless previously provided for.

ART. XII. *Amendments.*—Amendments may be made to this constitution by two-thirds vote at a regular and duly called meeting of this committee, provided such amendment shall have been previously approved by the governor of North Carolina and the United States Department of Labor.

APPENDIX III.

CONSTITUTION OF THE NEGRO WORKERS' ADVISORY COMMITTEE OF OHIO.

ARTICLE I. *Name.*—The name of this organization shall be the Negro Workers' Advisory Committee of Ohio.

ART. II. *Purpose.*—The purpose of this committee shall be to study, plan, and advise in a cooperative spirit and manner with employers of labor, with Negro workers, and with the United States Department of Labor for the securing of additional opportunity for employment to Negro labor and greater production in industry and agriculture for winning the war through increasing regularity, application, and efficiency, through improving the morale of Negro workers, and through improving their general condition.

ART. III. *Membership.*—The membership of this organization shall be composed of not more than 30 persons, men and women, of Ohio. At least 5 members shall be women. The chairmen of the council of defense, the Federal director of the United States Employment Service, the Federal director of the Public Service Reserve shall be ex officio members. The governor of Ohio shall be honorary chairman.

ART. IV. *Executive board.*—There shall be an executive board of nine chosen from the general committee. At least two members of the executive board shall be women.

ART. V. *Appointments.*—The members of the committee and of the executive board shall, upon the recommendation of the exceutive board and the indorsement of the Federal State director of the United States Employment Service of Ohio, be appointed by the Secretary of Labor, who shall also designate the chairman and the secretary. These officers shall serve for both the advisory committee and the executive board. Thereafter, one-third of the membership of the committee and its executive board shall be appointed every six months to serve for a term of 18 months. Upon the first appointment one-third of the members of both the advisory committee and its executive board shall be appointed to serve until January 1, 1919. The chairman and secretary shall serve for periods of six months each, subject to reappointment. Membership on the committee may be vacated on recommendation by a vote of two-thirds of the committee.

ART. VI. *Meetings.*—Section 1. The State advisory committee shall meet at least once every six months and at such other times as the executive board may decide. Fifteen members shall constitute a quorum.

Sec. 2. The executive board shall meet at least once in every two months, and at such other times as the chairman and secretary shall decide, unless otherwise ordered by the board. Five members shall

constitute a quorum. The chairman shall be required to call the meetings of the executive board upon the written request of five members of the board.

Sec. 3. The meeting place of the advisory committee and the executive board shall be the State capitol, unless otherwise ordered by the executive board and approved by the Department of Labor.

ART. VII. *By-laws.*—The executive board shall make such by-laws and rules for the conduct of its business as seem best, not inconsistent with this constitution.

ART. VIII. *Powers of the executive board.*—The executive board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the advisory committee and the United States Department of Labor, through its duly authorized representatives.

ART. IX. *County committees.*—The executive board shall nominate for each of the counties in the State, having in their judgment a sufficient Negro population, a county Negro workers' advisory committee of not more than 11 persons. These persons so nominated are to be appointed by the Department of Labor upon recommendation of Federal State Director of the United States Employment Service for Ohio.

ART. X. *Community committees.*—The State advisory committee may form community advisory committees for localities in their respective communities where the Negro population and local labor problems justify such community advisory committees. The community advisory committees shall cooperate in every practical and honorable way with the county labor boards.

ART. XI. *Finances.*—Neither this organization nor its executive board, or any county nor community advisory committee, nor any of their executive boards shall have power or authority to incur expenses or make any financial agreements or contracts which shall in any way obligate the State of Ohio or the United States Department of Labor. No debts shall be incurred by this committee or its executive board or by any county or community committee or their respective executive boards unless previously authorized.

ART. XII. *Amendments.*—Amendments may be made to this constitution by a two-thirds vote at a regular and duly called meeting of the general committee, provided such amendment shall have been previously approved by the executive board and the United States Department of Labor.

APPENDIX IV.

CONSTITUTION FOR THE NEGRO WAR WORK COMMITTEE OF KENTUCKY.

ARTICLE I. *Name.*—The name of this committee shall be the Negro War Work Committee of Kentucky.

ART. II. *Purpose.*—The purpose of this organization shall be to study, plan, and advise in a cooperative spirit and manner with employers of Negro labor, with Negro workers, and with the United States Department of Labor in securing from Negro laborers greater production in industry and agriculture for winning the war through securing wide opportunity for work, through increasing the morale of Negro workers, and through improving their general efficiency and condition; to promote the production and conservation of food in conformity with the plans of the Food Administration and Department of Agriculture; to promote the work of the Red Cross, Liberty loans, and other war activities.

ART. III. *Membership.*—The membership of this committee shall be composed of not more than 30 persons, colored men and women of Kentucky. At least six members shall be women. The committee on Negro organization of the Kentucky Council of Defense, the Federal director of the United States Employment Service, the Federal director of the Public Service Reserve, the Federal food administrator of Kentucky, the director of farm extension in Kentucky, the chairman of the American Red Cross, the executive secretary of the War Camp Community Service, and representatives of other war organizations shall be cooperating members. The governor of Kentucky shall be honorary chairman.

ART. IV. *Executive board.*—There shall be an executive board of nine, chosen from the general committee. At least three members of the executive board shall be women.

ART. V. *Appointments.*—The members of this committee and of the executive board shall be appointed as follows: One-third of the members of general committee and of the executive board shall be appointed by the Department of Labor; one-third by the Extension Bureau, Department of Agriculture; and one-third by the Food Administration. These members shall be designated also as the committee of the Kentucky Council of Defense for the war work among the colored people. The officers shall be a chairman and a secretary, who will be elected by the executive board. They shall serve for both the general committee and the executive board.

Under the first appointment one-third of the members of both the advisory committee and its executive board shall be appointed to serve until January 1, 1919; one-third to serve until July 1, 1919; and one-third to serve until January 1, 1920. Thereafter, one-third of the membership of the committee and its executive board shall be appointed every 6 months to serve for a term of 18 months. The chairman and secretary shall serve for periods of six months each, subject to reappointment. There shall be a treasurer appointed by the executive board. He shall be under bond for the faithful performance of such duties as the executive board may designate.

ART. VI. *Meetings.*—Section 1. The general committee shall meet at least once every six months and at such other times as the executive board may decide. Fifteen members shall constitute a quorum.

Sec. 2. The executive board shall meet at least once every other month and at such other times as the chairman and secretary shall decide, unless otherwise ordered by the board. Five members shall constitute a quorum. The chairman shall be required to call the meeting of the executive board upon the written request of five members of the advisory committee of the board or of both. The calling of the meetings of both the general committee and of the executive board shall first have the approval of the Negro organization committee of the council of defense.

Sec. 3. The meeting place of the general committee and the executive board shall be Louisville unless otherwise ordered by the executive board and approved by the council of defense.

ART. VII. *By-laws.*—The executive board shall make such by-laws and rules for the conduct of business as may seem best and in conformity with this constitution.

ART. VIII. *Powers of the executive board.*—The executive board shall transact all business, make plans, enter into agreements, and perform such other acts as may be necessary for carrying out the purpose of this committee. All such transactions, plans, agreements, or acts shall be subject to revision by the general committee, the departments of the Federal Government involved, and the Kentucky Council of Defense.

ART. IX. *County committees.*—The executive board shall nominate for each county of the State having in their judgment a sufficient Negro population a county Negro war-work committee of not more than nine persons. The persons so nominated shall be appointed by the Departments of Labor and Agriculture, the Food Administration, and the council of defense in the same manner as the State committee and its executive board.

ART. X. *Community committees.*—The county war-work committee may be authorized by the State committee to form community war-work committees for localities in their respective counties where the Negro population and local war-work problems justify such community committees. This committee and its executive board and the county and community committees shall cooperate with the community labor boards of the Department of Labor.

ART. XI. *Finances.*—Neither this organization, its executive board, nor the county or community war-work committees, nor any of their executive boards shall have power or authority to incur expenses or make any financial agreements or contracts which shall in any way obligate the State of Kentucky or the United States Government. No debts shall be incurred by this committee or its executive board or any county or community committees or their respective executive boards unless previously provided for.

ART. XII. *Amendments.*—Amendments may be made to this constitution by two-thirds vote at a regular and duly called meeting of this committee, provided each amendment shall have been previously approved by the executive board and the United States departments herein named and by the Kentucky Council of Defense.

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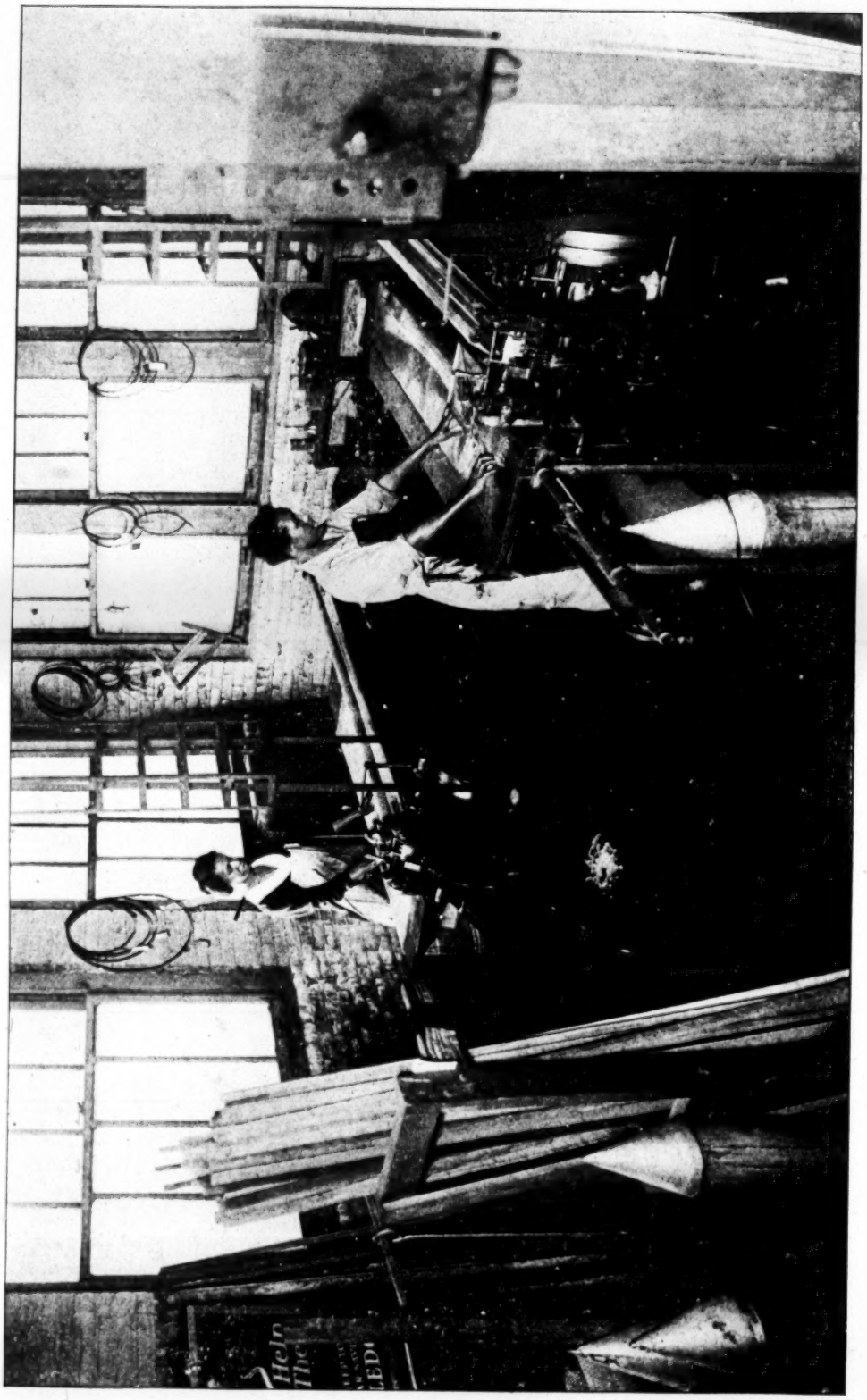
PRINTER: This illustration to face page _____ *Signed* _____



MACHINE OPERATORS MAKING BEDSPRING WEBBING.

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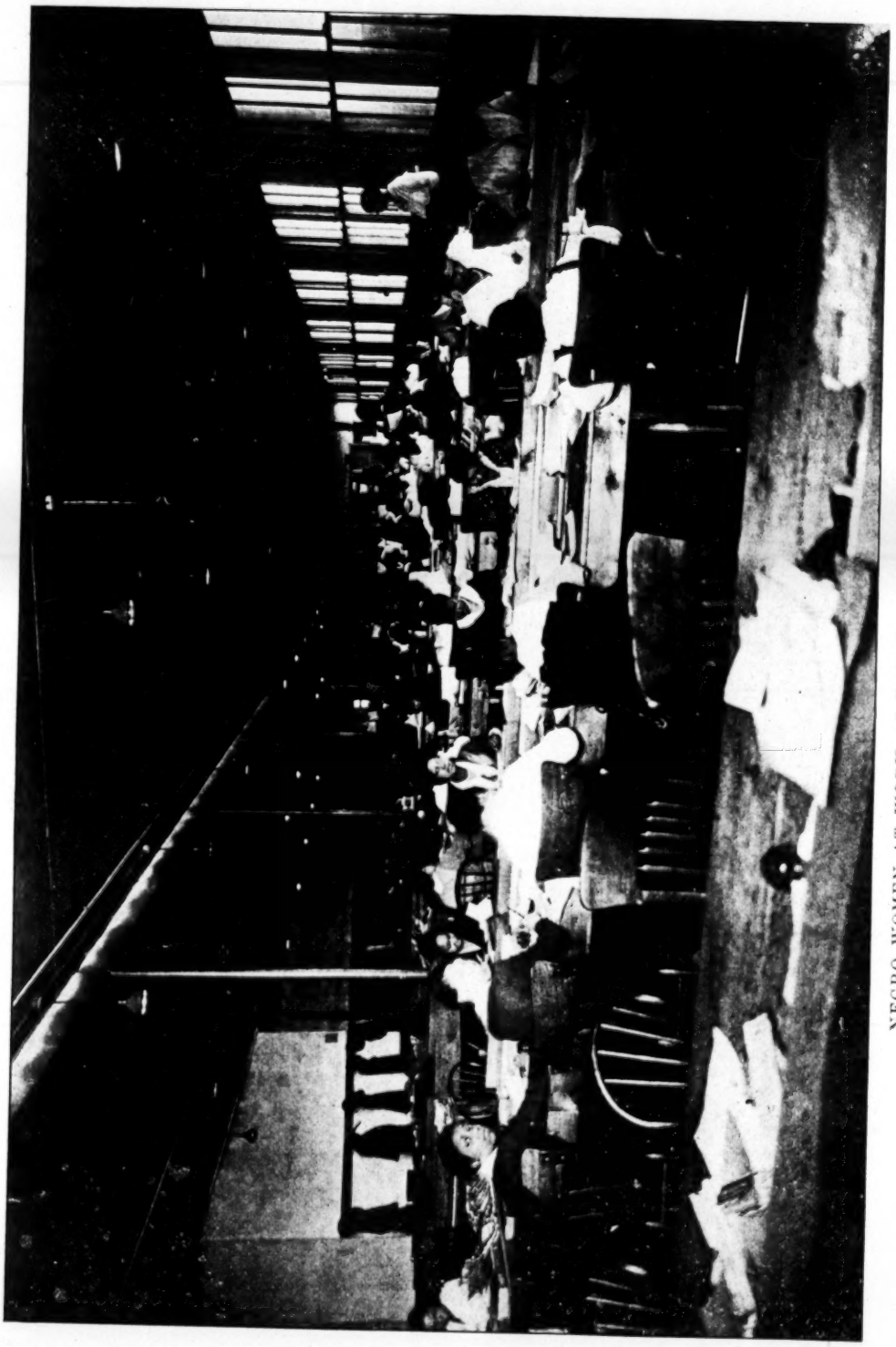
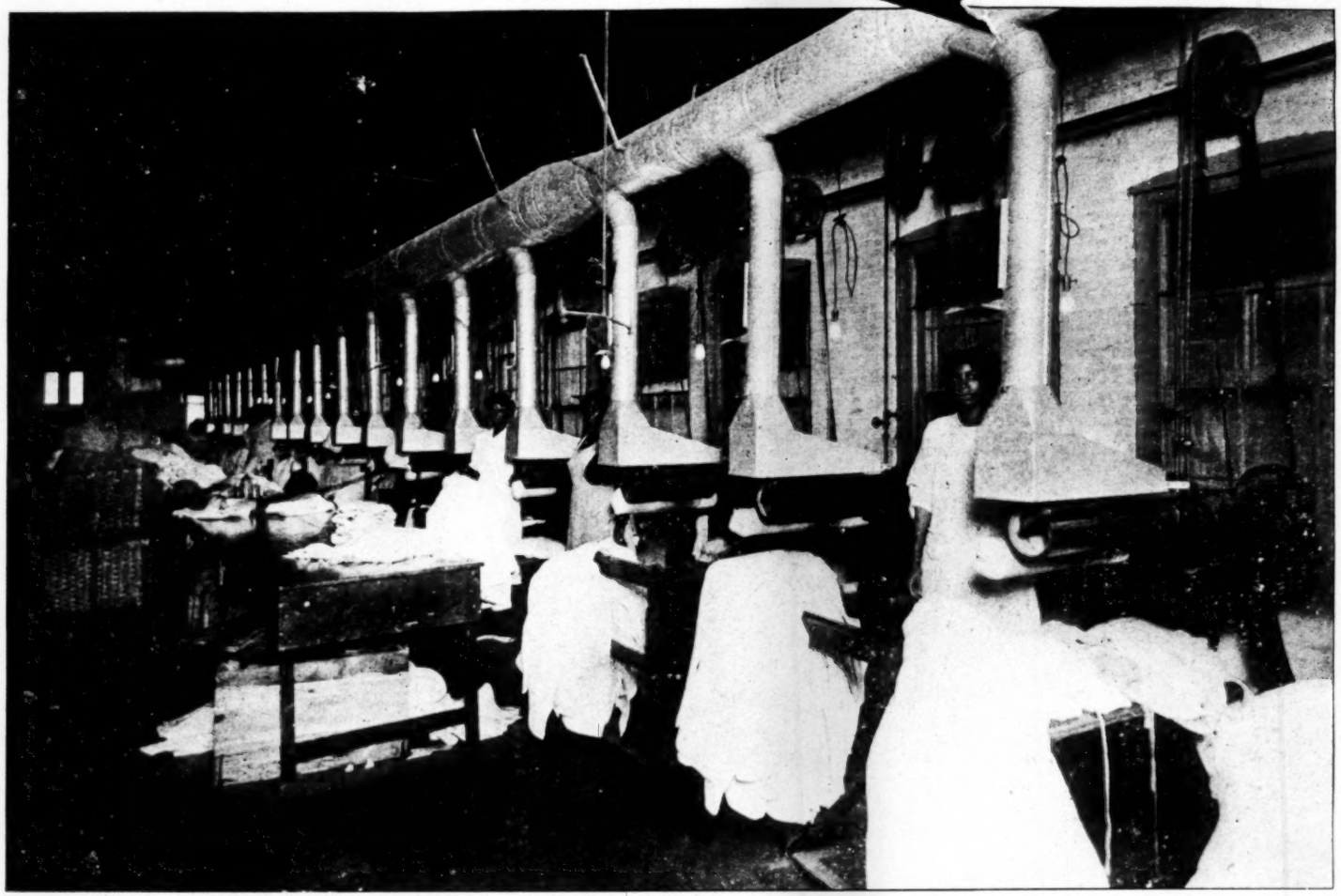


NEGRO WOMEN AT WORK AS ENTRY CLERKS IN A MAIL ORDER HOUSE.



NEGRO WOMEN IRONERS IN LAUNDRY ESTABLISHMENT. (NOTE THE VENTILATING HOOD.)

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In reply to the point in the memorandum that during these negotiations Mr. Washington could have reached by letter or telephone the representatives of the League, while letters and telegrams were passing between him and me,- I am at a loss as to why the opinion should be held against Mr. Washington for not communicating with Mr. Hill or other representatives of the League instead of with this office, when Mr. Hill, representing the League and as sworn official of the Employment Service, without the knowledge of Mr. Washington and over his head as the superior official, had gone ahead with plans for the establishment of that office. Mr. Washington was really at a loss how to meet the situation and wrote and telegraphed me in order to have a clearer understanding of his authority and to have this point clearly understood by the Federal Director, namely, that he was the man to advise about further work in Chicago and Illinois, and not Mr. Hill. This brings out the real issue, namely, whether or not Mr. Hill as the representative of a private organization and as a dollar-a-year examiner-in-charge of an employment office, should have the responsibility and authority for the Department of Labor's general work for trying to adjust Negro labor matters in Chicago or whether he should cooperate with Mr. Washington, who is the responsible official for such general work. Were Mr. Hill in Mr. Washington's position, and Mr. Washington in Mr. Hill's, the principle involved could not be altered.

Hill

The memorandum states, further, that Mr. Washington did not seek the cooperation of the members of the Urban League at a later time, except once in December when Dr. Haynes was in Chicago. The records show that in connection with advising the Federal Director about the establishment of the office at 5000 State Street, Mr. Washington accepted the recommendation as to location and two of the personnel, which had been proposed by the Urban League, although the recommendations and arrangements for location had been made without his knowledge, although he was the responsible official there for advising the Service. The memorandum itself admits these facts.

In sending in suggestions for membership on the Negro Workers' Advisory Committee, the names of representatives of the Urban League were included. In response to a letter from Mr. Hill, Mr. Washington wrote me on Nov. 19, saying that he had been asked to attend the conference and to make some suggestions for it, and asked if I desired him to attend the conference. Following his suggestions, I asked authority for him to do so, as conflicting previous engagements made it impossible for me to attend. Mr. Washington claims that during all of the time of the running of the other branch offices he has taken especial pains to advise that opportunities listed there which could not be promptly filled be filed with the office of the Urban League. He points out that he has asked Mr. Hill and other representatives of the League to conferences and meetings and to serve on committees.

The memorandum further states that several days after Dr. Haynes' visit to the city, at the time of the December conference mentioned above, a meeting was called by the Federal Director to create a bureau for returning soldiers and sailors; that this meeting had organized for the purpose of creating the bureau; that subsequently, Mr. Hill, Executive Secretary of the Urban League, was informed by Mr. Allinson, the Secretary of the new organization, that he had been placed on the Executive Committee of the Bureau, and that confirmation of the appointment would be sent to him in writing by Mr. Walker, Manager of the Bureau, and that Mr. Hill had no previous knowledge of his appointment nor had anything to do with the selection of his name.

In response to this point the facts are that the first meeting to establish the Soldiers' Bureau was called on December 15, 1918. Mr. Washington and I attended at the invitation of the Federal Director, Mr. Crawford. After the preliminary organization, the election of president and secretary, I was given an opportunity to mention the need of some special steps for taking care of Negro soldiers, and placed the name of Mr. Washington as the responsible official at the disposal of the committee that was proposed. That night Mr. Washington and I left the city to attend the Missouri State Conference at St. Louis, Mo. It was very much of a surprise to us to find that when Mr. Washington returned from the three days' absence some one had proposed Mr. Hill's name to represent the colored people on the committee. This raised immediately, again, the question of official responsibility and authority for advising the Federal Director and the Department on the general work of trying to adjust Negro

la

labor matters. The question of who was responsible for suggesting Mr. Hill's name does not seem to be relevant. From the fact that Mr. Hill had no previous knowledge of his appointment nor anything to do with the selection of his name does not explain the fact that after he did know that Mr. Washington, as the responsible official, had raised objections he continued to negotiate about the matter, and Mr. Washington, in order to avoid as much friction as possible, agreed to one or more conferences with Mr. Hill about the question of names and committees and gave Mr. Hill considerable voice in adjusting the matter.

In this connection the memorandum states, further, that Mr. Washington took exception to the appointment of Mr. Hil, stating that the Chicago Urban League was not in good standing and suggesting that Mr. Washington be appointed on the Committee in place of Mr. Hill; that a telegram was received from the U. S. Employment Service signed by the Assistant Director General of the Service, to the effect that to appoint Mr. Hill on the Committee would be objectionable to other agencies and that Dr. Haynes should be consulted before anything else was done.

ROBERT LANSING, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

SURVEY DEPARTMENT
45 West 18th Street
Home Missions Division
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

January 2, 1919.

Miss Mattie L. Campbell,
Secretary,
c/o Dr. Geo. E. Haynes,
Department of Labor,
Washington, D.C.

My dear Miss Campbell:

This is to say Dr. Haynes has advised that all mail after the 2nd and 3rd. inst. be sent to Atlantic City, c/o Ridley Hotel, Artic Ave., bet. Indiana & Ohio Ave.

Yours very truly,

Geo. E. Haynes

PER

J.G.M.

Secretary.

RECEIVED
DEPARTMENT OF LABOR
JAN 3 1920
Director of Negro Economics

DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

File 3-93 (D. N. E.)

February 5, 1919.

Mr. Charles E. Hall,
Supervisor of Negro Economics for Ohio,
74 E. Gay Street,
Columbus, Ohio.

Sir:

Pursuant to instructions, authority is hereby granted covering the travel and other expenses incurred by you in proceeding from your official station, Columbus, Ohio, to Washington, D. C., and return to Columbus, on such dates as will permit you to travel, comfortably and continuously, to and from your official station, to perform official duties connected with the work of this Department at Washington, D. C., on February 15, 17 and 18, 1919.

These expenses are therefore properly payable from the appropriation "War Emergency - Employment Service 1919", and, in order to expedite payment of voucher, copy of this authority should be attached thereto.

Louis F. Post

Assistant Secretary.

kp

For Release Afternoon papers March 19, 1919.

U. S. Department of Labor
INFORMATION AND EDUCATION SERVICE
Washington

A SOLUTION OF THE RACE PROBLEM

Information regarding one of the most successful experiences in the employment of Negroes ever undertaken in this country has been received by the Director of Negro Economics, Department of Labor, from R.M. Andrews, one of its field investigators in North Carolina, in a report on the policy of a large manufacturing company operating 17 plants in the United States and Canada. The North Carolina plant investigated by Mr. Andrews is said to be typical of the lot.

In view of the facts recently brought out by the investigators of Negro migration in 1916-17, and the consequent labor shortages in certain parts of the South, the report is of very practical interest, for the negroes employed by this company are so well satisfied with conditions that they seldom leave their employment.

At the North Carolina plant, 900 of the 1700 workers are Negroes, mostly from North Carolina, Georgia and Mississippi. The company expects soon to employ 1200 Negroes there. The total Negro population of the town is about 2000.

The average worker makes $100 a month without difficulty, working an 8-hour day, and as the work is not physically exacting, can almost double this amount through overtime. The company also pays a monthly bonus increasing with length of service. The plant is equipped with steel lockers, individual wash bowls, and shower baths. Every effort is made to provide facilities necessary for comfort and cleanliness.

The Negro colony is composed of well-built houses, equipped with running water and electric lights. Rents are low, and the homes may be purchased on a 10-year plan. Home buying is encouraged, and every home has a garden plot. The company pays for a school, open nine months in the year. There is a night school for workers who wish to study. Boys more than 17 years of age employed in the plant are released for school attendance a part of the time during the day.

Many Negroes are engaged in business enterprises. They operate boarding houses, cafes, a dance hall and a drug store. A white firm operates a pool room and picture theatre for colored workmen. The company is building a hospital and two churches, and is assisting the Supervisor of Negro Economics for North Carolina in an educational campaign to promote thrift and efficiency among the workers.

Only intelligent and self-respecting workers are employed, and married men are given the preference. Colored leaders, in cooperation with the company, have succeeded in almost eliminating drunkenness and other vices.

A representative of the Department of Labor has organized at the North Carolina plant a Negro workers' advisory committee.

926

June 27, 1919.

Mr. James H. Hubert
National League on Urban Conditions Among Negroes
2303 Seventh Avenue, New York City.

My dear Mr. Hubert:

I have received the copies of "A New Day for the Colored Woman Worker" which you so kindly sent and thank you most heartily for them.

This pamphlet contains such valuable information that I am desirous of obtaining 40 more copies for distribution to teachers in connection with a lecture course that I am to give at the Hampton Institute summer school. If you have so many on hand, will you kindly send them to me at Hampton Institute, Hampton, Va., care of Dr. George P. Phenix, stating price of each pamphlet or whether the League furnishes them gratis for such purposes. I should be pleased to have these sent within a few days.

Trusting that you will find it feasible to grant this request, I am

Yours very truly,

Director of Negro Economics.

MLC

EXACT COPY AS SIGNED BY GEORGE E. HAYNES
MAILED 6/27/19 BY M.L.C.

0 22-5

WAR CAMP COMMUNITY SERVICE

SURROUND THE CAMPS WITH HOSPITALITY

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2D VICE-PRESIDENT WILLIAM KENT
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SECRETARY H. S. BRAUCHER

MANAGER, WASHINGTON OFFICE
E. DANA CAULKINS

WAR CAMP COMMUNITY SERVICE

WASHINGTON OFFICE
~~19TH AND G STS., N.W.~~
~~PHONE: MAIN 2920—BR. 9~~

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RECREATION ASSOCIATION OF AMERICA
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FOR THE
WAR DEPARTMENT AND NAVY DEPARTMENT
COMMISSIONS ON TRAINING CAMP ACTIVITIES

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HENRY W. DE FOREST

1800 Virginia Avenue N.W.
Washington, D. C.
July 12, 1919.

Mr. George E. Haynes
Director of Negro Economics
Department of Labor
Washington, D. C.

Dear Mr. Haynes:-

This will acknowledge receipt of your letter of July 10th, with enclosed list, for which please accept my thanks.

I would suggest that you send me the names of the two women whom you believe to be suitable for our work and I will transmit them to our Personnel Department for the necessary consideration.

Sincerely yours,

E. Dana Caulkins

Manager

EDC:L

7/19/19

RECEIVED
DEPARTMENT OF LABOR
JUL 15 1919
Director of Negro Economics

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CHAIRMAN

E. P. ROBERTS
VICE-CHAIRMAN

MRS. ALBERT J. ERDMANN
SECRETARY

A. S. FRISSELL
TREASURER

NEW YORK URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

Branch of the National Urban League, Inc.
127 E. 23rd Street, New York City

2303 SEVENTH AVENUE, NEW YORK CITY

TELEPHONE: MORNINGSIDE 781-782

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L. HOLLINGSWORTH WOOD

July 17th,1919.

Affiliated Movements of the League Exist in the following Cities:

ATLANTA
AUGUSTA
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CHATTANOOGA
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SPRINGFIELD, MASS.
ST. LOUIS
TRENTON
WESTFIELD, N. J.
WHITE PLAINS
YOUNGSTOWN, OHIO

Dr. George E. Haynes,
Hampton Institute,
Hampton, Va.

My dear Dr. Haynes:

I was very much surprised to learn from your letter just received, that the copies of pamphlet sent some weeks ago have not reached you.

I have just sent 15 copies by special delivery fearing that the other copies may not reach you in time for your conference.

Regretting this delay and hoping that these may reach you in ample time, I am

Very truly yours,

James H. Hubert

JHH/W-

H/MLC

July 19, 1919.

Mr. E. Dana Caulkins, Mgr.
Washington Office
War Camp Community Service
1800 Virginia Avenue N.W.
Washington, D.C.

My dear Mr. Caulkins:

Responding to your letter of July 12, I am pleased to send you the name and address below of one woman who striked me as being suitable for your work. If I get track of another name I shall forward it to you.

Mrs. S.E. Hancock - Present address:
Hostess House No.2
National Y.W.C.A.
Camp Dix, N.J.

Home address:
2406 Sixth Street, N.W.
Washington, D.C.

Yours very truly,

Director of Negro Economics.

H/MLC

7/19/19

27-8-1

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Copy

Name: Susie Edwina Hancock - Date: June 27, 1919.
Present Address: 2406 - 6th St., N. W., Wash., D. C.
Birthplace: Austin, Tex., Race: Colored: American Citizen: Yes.
Languages you speak: English.
Describe any marked physical defects: None. General Health: Excellent
Time lost on account of sickness last two years: None
Age: 55
Height: 5-6
Weight: 148
Married: Widow
Dependents: None
Are you living at home or boarding? At home
Who should be notified in case of accident or illness?
Name: Mrs. T. M. Gregory - Address 2406-6th St., N. W., Wash., D. C.
Name: Mrs. W. H. Mitchelle Address 619 Dawson St., San Antonio, Tex.
In what city do you wish to be stationed: Washington, D. C.
~~How~~ How long have you lived there? Three months.
What was your previous address: 619 Dawson St., San Antonio, Texas.
Are you willing to travel? Yes.
Have you supervised men or women? Directly: Yes, men and women
How many? 500 men, 700 women.
How long? 7 years
What previous Government experience have you had: Hostess at Camps Greene, Travis and Gordon.
What occupational or business experience have you had which qualifies you for this particular position? Matron at Prairie View College, Tex.; hostess at Travis, Greene and Gordon.
For what kind of work do you consider yourself best fitted? Supervisory or executive work with men or women.
Second choice: Any social service work
What salary: Any reasonable salary
When could you report for work? Immediately.
Education: Grade School - 8 years - graduated - 1878 - Austin, Tex.
High School: 4 years - graduated 1882 - Oberlin, Ohio.
Trade or business school: No.
Night or correspondence school: No
College or university: No.
Technical college: No.
What are you doing for self-improvement? Reading, observation and study of social work.
Present or last employer: Y. W. C. A., from 1918 to 1919 - Executive hostess - compensation $1,020 per year - three army camps. Left account of closing of camps.
Previous employers: Prairie View College - 1912 to 1918 - Matron having supervision of 700 girls (Prairie View, Tex.) $800 per year - Resigned to enter Y. W. C. A. hostess work.

July 29, 1919.

Personal:

Mr. James H. Hubert,
Executive Secretary, New York Urban League,
2303 Seventh Avenue,
New York, N. Y.

My dear Mr. Hubert:

Please find enclosed my check for $1.80, being the 10 cents each for 15 copies of the study of Negro women in New York, and for 3 additional copies of the lot which you previously sent me. I would appreciate it if you see your way clear to replace these that I might have a few extra copies for use at places where they may do good.

Yours very truly,

Director of Negro Economics.

Enclosure

ROBERT R. MOTON, PRINCIPAL | EMMETT J. SCOTT, SECRETARY | WARREN LOGAN, TREASURER

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THE TUSKEGEE NORMAL AND INDUSTRIAL INSTITUTE

FOUNDED BY BOOKER T. WASHINGTON

FOR THE TRAINING OF

COLORED YOUNG MEN AND WOMEN

TUSKEGEE INSTITUTE, ALA.

August 5, 1919

RECEIVED
DEPARTMENT OF LABOR
AUG 7 1919

Dr. George E. Haynes,
Department of Labor,
Washington, D. C.

Director of Negro Economics

Dear Dr. Haynes:

Your letter of the first has been forwarded to Dr. Moton. I am also carrying a copy of it with me to St. Louis as a precautionary measure to let him see it in case the original which I am forwarding to him may not reach him before he leaves for St. Louis.

Yours very truly,

GLJ

Allon L. Holsey
Secretary to the Principal.

Noted
8/7/19

Main 6370 Information

Myrv Econ
Main 8474-
Branch 135

DEPARTMENT OF LABOR

TELEGRAM

4

WU 14 Q 44 Collect NL

Atlanta, Ga. Aug 6,1919.

Dr. Geo. E. Haynes,

Dept Labor, Washington.

Leaving Atlanta at three p.m. for Washington. Train #30
Will arrive in Washington Thursday at twelve twenty five. On time Due ~~12.50~~ 12.58
if you wish conference with me kindly come to Station for
it as I will be in Washington only a short while en route to
engagement in New York.

John Hope

10am Aug 7

Noted
G E H
8/25/19

Sent, Special Delivery

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

Home 8/9/19

Dear Miss Campbell:

Please find (Leather back) my Card of Authority in my desk drawer - think it is in upper left hand. Take to Mr Post for a new inside statement signed by him alone. The one in it now is signed by Miss Bassum - Send this at once to Chicago and the letter of instructions which Mr Reid suggested Mr Post write me. I spoke to Mr Hall about this letter.

Yours George A Hayes
Director

Aug 7/1919. H. Carr

Form 1227

CLASS OF SERVICE DESIRED	
Fast Day Message	
Day Letter	
Night Message	
Night Letter	

Patrons should mark an X opposite the class of service desired; OTHERWISE THE TELEGRAM WILL BE TRANSMITTED AS A FAST DAY MESSAGE.

WESTERN UNION TELEGRAM

NEWCOMB CARLTON, PRESIDENT GEORGE W. E. ATKINS, FIRST VICE-PRESIDENT

Receiver's No.
Check
Time Filed

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

8/13 1919

To Campbell, Care Haynes
Department Labor, Washington D.C.

Wire Valentine Collect offering and asking reply on Jennifer substitute. Report Mr Post situation in hand here ~~and~~ & going St Louis before Detroit ~~Hall~~ Hall see Mrs Waddleton about ~~tonight~~ meeting tonight

Haynes, Director

~~Official business, Govt rate, paid~~

Department of Labor
Contingent expenses, Office of Secretary.

Attest George E. Haynes, Director, Negro Economics

SENDER'S ADDRESS FOR ANSWER

SENDER'S TELEPHONE NUMBER

Form 1227

CLASS OF SERVICE DESIRED	
Fast Day Message	X
Day Letter	
Night Message	
Night Letter	

Patrons should mark an X opposite the class of service desired; OTHERWISE THE TELEGRAM WILL BE TRANSMITTED AS A FAST DAY MESSAGE.

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Receiver's No.
Check
Time Filed

Copy

Send the following telegram, subject to the terms on back hereof, which are hereby agreed to

8/13 1919

To Campbell care Haynes

Department Labor Washington D.C.

Wire Valentine collect offering and asking reply on Jennifer Substitute Report Mr. Post situation ~~situation in~~ favorable here ~~Friday~~ St. Louis tonight before Detroit. Hall see Mrs Waddleton about meeting tonight

Official business, Govt rate, paid

Haynes, Director
Department of Labor
Contingent Expenses 1920

attest: George E. Haynes, Director, Negro Economics

#205470

SENDER'S ADDRESS FOR ANSWER
Wabash Ave YMCA

SENDER'S TELEPHONE NUMBER
Office of Secy.

DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

August 15, 1919.

Noted Glatt 8/28/19

Dear Dr. Haynes:

When Mrs. Haynes gave me your collar pin I immediately dropped it into my pin tray on the desk and although I have searched daily for it I have not been able to find it any place. You do not give me any street address for Detroit but I am sending the cards there in the care of the Employment Service.

Mr. Giles Jackson has been in the city twice - the day following your leave and today. He called the office both times. The first time he stated that he came up with the hope of seeing you and would go back and write you for an interview later. This morning he asked me to say that he had some information on the matter you both are interested in, and to express to you his best wishes and say that he was sorry to have missed you again, especially since he would soon be going to Atlantic City, remaining there for the Elks Convention which will keep him until after the 26th.

Mr. Jay Clifford was in the office today and wanted to see you very badly about an urgent matter. He would not tell me what it was but I understand the War Risk has dismissed some of his helpers; he probably wanted your influence in getting them back.

Mr. Valentine wrote you not to send a substitute so Mr. Jennifer did not go.

I sent the picture to Miss Lyons of The World Outlook. I suppose you are going to be back here in time to get the article to her by September 1.

H-Conf

I am enclosing some correspondence as per the request of Mr. Reid, and this has also lead me to enclose a letter from Mr. Macbeth which I have been holding for fear it might not reach you.

P.S.
Have you Mrs. Irvin's reports on Ohio?

Yours truly,

MATTIE.

Mc

Follow up

DEPARTMENT OF LABOR

Mr W B Hill -

Investigation of Schools in Ala.

recently - Commission appt'd by state rec't $10,000 to survey state.

W.B. Hill and Jackson Davis surveyed Negro Schools -

Wanted to show relationship bet Ala. economic future and Negro Schools - Value of Negro & Ala.

Show occupations followed by Normal graduates compared with 1910 Census.

Montgomery State Normal - will probably recommend removal outside to prevent city students monopolizing it.

Normal, Ala. - Recommend State match Federal funds.

Opinion wanted on ~~relate~~ value of education to producers and employers

Noted
Gast
8/25/19

No. 205
Ed. 3-22-18—300,000

August 30, 1919.

Mr. T. Arnold Hill,
Executive Secretary, Chicago Urban League,
3032 South Wabash Avenue,
Chicago, Ill.

My dear Mr. Hill:

Please accept my acknowledgment and thanks for the corrected copy of the minutes of the meeting of welfare and employment agencies at which I was permitted to be present. May I also take this occasion to address to you my hearty appreciation of your many courtesies to me when I was in your city.

Yours very truly,

Director of Negro Economics.

COLORED MEN'S CIVIC ASSOCIATION

JOHN A. HUGGS, - PRESIDENT
FLEMING JACKSON, FIRST V. PREST.
GEORGE A. OLIVER, SECOND V. PREST.

HEADQUARTERS:
104 WASHINGTON STREET
ROOM 3
PATERSON, N. J.
CHAS. C. WOOLDRIDGE

PEYTON HARRISTON, TREASURER
WILLIAM J. BOYD, SECRETARY
JOSEPH R. ADAMS, JR., ASS'T SEC'Y

RECEIVED
DEPARTMENT OF LABOR
SEP 10 1919

Sept 6/19

Director of Negro Economics

R Gbt 9/10/19

Dr George E. Haynes

Dear Sir. I have just read your article in the September Crisis. permit me to say that we in Paterson, are slowly forging to the front. we have several factorys in Paterson that are beginning to wake up to the fact that skilled and unskilled negro labor are splendid workers. when given a chance. I desire to say however that it has been a hard fight but we have been persistent, and we are gradualy wining. I select the very best material when an order comes in from the Departments that are useing colored people. I would like very much to have you address the colored people of Paterson. when you are traveling this way. Let us have a short time to advertise you. I enclose you clippings from the Sunday Chronicle of Paterson

Sunday afternoons are best for meetings

Yours
John A Huggs
Inspector Department of Labor

September 11, 1919.

Mr. John A. Huggs, Inspector
Department of Labor
104 Washington Street
Paterson, N.J.

Dear Mr. Huggs:

I thank you for your kind letter of September 6 with the enclosed clipping, which shows your organization is doing some good work in your community. No doubt that persistent effort like yours will win a place of service in the community.

I appreciate very much your cordial invitation to visit you and have made note of it and will be pleased to stop at Paterson if I am in your region any Sunday. At the present time I am working out my fall program and am uncertain about my movements until that is completed.

With many cordial appreciations of you and your organization, I am

Yours very truly,

Director of Negro Economics.

H/MLC

D/11

COLORED MEN'S CIVIC ASSOCIATION

JOHN A. HUGGS, PRESIDENT
FLEMING JACKSON, FIRST V. PREST.
GEORGE A. OLIVER, SECOND V. PREST.

HEADQUARTERS:
104 WASHINGTON STREET
ROOM 3
PATERSON, N. J.
CHAS. C. WOOLDRIDGE

PEYTON HARRISTON, TREASURER
WILLIAM J. BOYD, SECRETARY
JOSEPH R. ADAMS, JR., ASS'T SEC'Y

Colored Men's Association

The Colored Men's Civic Association held their regular meeting on Tuesday evening at headquarters, 104 Washington street. One of the important matters passed upon was as to whether they would assent to the Rev. Samuel Ramey, pastor of the Colored People's Church of Christ, for wounded soldiers to solicit funds in Paterson. The matter had been referred to the association by Chief of Police Tracey and after careful investigation the association reported to the Chief that Paterson had a number of worthy charities to support and they could not recommend that any outsider come into the city to collect, feeling that New York was large enough to care for her own wounded soldiers.

Thursday evening, September 11, 1919, in the C. M. A. Hall, 159 Governor street, the association will have the moving picture show of venereal diseases for men only, admission by ticket only. Free tickets can be had from any member of the association or at the several churches on Sunday and at the barber shop of Mr. Wooldridge, 57 Godwin street. Don't miss it. Performance at 9 p. m. No one admitted after 9 o'clock.

---

portunity to live and let live.

COLORED FEDERAL UNION

Organizer James C. Matthews has organized the Colored Federal Union. It is composed of colored men and women. The officers are: President, John Huggs; vice-president, C. Wolrich; recording secretary, Oliver Perry; treasurer, Paton Harrison.

POSTAL CLERKS' ASSOCIATION

Office of the Secretary.

September 12, 1919.

Prof. R.E. Hudson, Secy.
National Baptist Convention
First Regiment Armory
Newark, N.J.

Official greetings to delegates at Baptist Convention assembled. Request your continuance of cooperation and endorsement.

Director of Negro Economics
Department of Labor.

***

1523 M St., N.W.,
Washington, D.C.,
Sept. 18, 1919.

My dear Mr. Phillips;

Mrs. Hancock whom we thought we had helped to place with the War Camp Community Service was mistaken in thinking that she had a position with the Y.M.C.A. She was misled in some way, therefore, she did not even apply or go to the War Camp Community Service until it was too late. Now she wishes to get exact information on how to get on the Census taking force. She thinks of going around you know to help gather data. Please write her the details of how to go about getting on. Her address is Mrs Hancock, Howard University, C/o Prof. Montgomery Gregory. I thank you very much for this.

Very sincerely yours,
Elizabeth Ross Haynes.

September 19, 1919.

File 1-211

Mrs. S. E. Hancock,
c/o Prof. Montgomery Gregory,
Howard University,
Washington, D. C.

My dear Mrs. Hancock:

Mrs. Haynes has referred to this office your inquiry regarding appointments to the Bureau of the Census, and it is a pleasure for me to give you, informally, my best information, although I may frankly say that I have not kept in the closest touch with the civil-service regulations and with the announcements of the Bureau of the Census, Department of Commerce.

I understand that the first examinations will be held October 16-18, 1919, under the supervision of the U. S. Civil Service Commission, 1724 "F" Street, N. W. My best advice would be for you to go at once to the Commission and file completed blanks, specifying whether you desire "departmental" or "field" service. There is nothing to prevent an applicant taking both examinations, so far as I know. The Commission's blanks and information will give you full knowledge of the subjects required to be taken. You have noticed in the papers, no doubt, the advertisements of the various private civil-service schools. Should you decide to make any special preparation, you will find in the files of the Congressional Library the full instructions of these schools. There is a considerable demand for typists, tabulators and adding machine operators. When I was in the departmental and field services I found it very helpful to my progress to be familiar with the different types of machines.

May I suggest that you go to the Appointment Clerk and the Chief Clerk of the Census Bureau and make full inquiries regarding appointments.

I think I am safe in saying that there will be an unusual number of applicants for positions under the Census Bureau this year. This will be because of the large turn-out of clerical help on June 30, 1919, and because of the great clerical adjustment all over the country. I am quite sure that the "early bird will catch the worm" so I am urging prompt action on your part.

If Dr. Haynes' office can be of further help to you, we shall be very glad to know your wishes.

Yours very truly,

Assistant to the Director
of Negro Economics.

September 29, 1919.

Mr. Frank Howard Hallion,
Editor, "M e t h o d",
311 North Fourth St.,
Richmond, Va.

My dear Mr. Hallion:

I have enjoyed reading the "Method" and thank you for the courtesy of sending me a copy. Mr. Phillips, also, thanks you for his copy. I hope you will keep us on your mailing list.

I am glad that the organization of Negro business is flourishing in Richmond. It is one of the safest and best ways of insuring the stability of Negro business.

With kind regards to the League, I am

Yours very truly,

Director of Negro Economics.

NP

MISS ELIZABETH WALTON
CHAIRMAN

E. P. ROBERTS
VICE-CHAIRMAN

MRS. ALBERT J. ERDMANN
SECRETARY

A. S. FRISSELL
TREASURER

NEW YORK URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

Branch of the National Urban League, Inc.
127 E. 23rd Street, New York City

2303 SEVENTH AVENUE, NEW YORK CITY

TELEPHONE: MORNINGSIDE 781-782

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BROOKLYN
CAMBRIDGE, MASS.
CHARLOTTE, N.C.
CHATTANOOGA
CHESTER
CHICAGO
CLEVELAND
COLUMBUS, OHIO
DETROIT
EAST ST. LOUIS
ENGLEWOOD, N.J.
JERSEY CITY
LOUISVILLE
MEMPHIS
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NEWARK
NEW YORK
NORFOLK
PHILADELPHIA (2)
PITTSBURGH
SAVANNAH
SPRINGFIELD, MASS.
ST. LOUIS
TRENTON
WESTFIELD, N. J.
WHITE PLAINS
YOUNGSTOWN, OHIO

October 4th,1919.

Dr. George E. Haynes,
Fisk University,
Nashville, Tenn.

My dear Dr Haynes:

In re to your letter of July 29th, in which you say "Please find enclosed my check for $1.80, being the 10 cents each for 15 copies of the study of Negro women in New York, and for 3 additional copies," I beg to say that the enclosure mentioned was not found.

We had intended writing before this but was waiting to hear from you.

Very truly yours,

James H. Hubert

Note
GEH 10/9/19 pa GEH 10/9/19

RECEIVED
DEPARTMENT OF LABOR
OCT - 1919
Director of Negro Economics

Submitted
AW 10/15/19

RECEIVED
DEPARTMENT OF LABOR
OCT 7 - 1919
Director of Negro Economics

U. S. Emp. Service
Washington, D.C.

Dr Geo. E Haynes,
Direct Negro Economics.

Everybody in the Emp. service are grabbing at straws, but few can be retained in the service much longer. I have not a place to hang my hat as yet.

I gave you some data sometime ago concerning my efficiency as well as the persistent efforts to have my status recognized. I did not deem it necessary to see you personally judging that you would do what ever you could in the matter. Do you think that I would have a chance in the Census Bureau under that examination? Thanking you

for any information you have or may obtain

I am,

Yours respectfully

Walter J Humphries

Tennessee Agricultural and Industrial
State Normal School
WILLIAM J. HALE, PRESIDENT
Nashville

October 8, 1919

RECEIVED
DEPARTMENT OF LABOR
OCT 11 1919
Director of Negro Economics

Noted
R
Holt
10/17/19

Mr. George E. Haynes
Department of Labor
Washington, D.C.

My dear Mr. Haynes-

Your letter of October 4th received. I was in Washington for two or three days and regret that I was unable to see you. I had a talk with Congressmen Burns and Hull. I am readily behind the movement and I am waiting to hear from you further or until you give me the word.

With very best wishes for Miss Campbell and family, I am

Yours very truly,

H-V

October 9, 1919.

Mr. James H. Hubert
New York Urban League
2303 Seventh Avenue
New York City.

My dear Mr. Hubert:

I regret the error about the check and enclose it. I regret that we did not discover the error and that the matter not coming to our attention it has been so long delayed. Did you ever get trace of the forty copies you sent me?

Yours very truly,

H/MLC

Enclosure.

GENERAL APPOINTMENT—FIXED DATE

DEPARTMENT OF LABOR
OFFICE OF THE CHIEF CLERK
WASHINGTON

October 13, 1919.

Mr. George E. Haynes,
Through Commissioner of Labor Statistics.

Negro Economics

Sir:

You have been appointed, subject to taking the oath of office, and to actual entrance upon duty (unless on authorized leave) on the date indicated, Expert in the Bureau of Labor Statistics (for duty outside of the District of Columbia) at a salary of Twenty-Seven Hundred and Sixty dollars per annum, effective October 1, 1919, in accordance with Departmental authority of that date.

Your appointment will continue for a period not to exceed three months. (By extension of appointment).

By direction of the Secretary:

Respectfully,

Noted 10/18/19

Chief Clerk.

LD

Appropriation: Miscellaneous Expenses, Bureau of Labor Statistics.

Vice:

Legal Residence: Tennessee.

RECEIVED
DEPARTMENT OF LABOR
OCT 16 1919

Director of Negro Economics

October 13, 1919.

Mr. William J. Hale,
President, State Normal School,
Nashville, Tenn.

Dear Mr. Hale:

I thank you so much for your good words to Congressmen Burns and Hull, and regret that I did not have the pleasure of seeing you and showing you some courtesies while you were here. You will doubtless be interested to know that the Secretary has just approved an estimate for the next fiscal year for this work and has transmitted it to the Treasurer for presentation to the Appropriations Committee. I shall call on you for help on this later, as well as on the matter of some other legislation which we are shaping up.

Yours very truly,

Director of Negro Economics.

Tennessee Agricultural and Industrial
State Normal School
WILLIAM J. HALE, PRESIDENT
Nashville

RECEIVED
DEPARTMENT OF LABOR
OCT 20 1919
Director of Negro Economics

October 16, 19 19

Mr. George E. Haynes
Director of Negro Economics
Department of Labor
Washington, D. C.

Noted AP
GEH
10/25/19

Dear Mr. Haynes-

Your letter of October 13th received for which I thank you. Our school opened over two weeks ago with a very large attendance,

With very best wishes for you and family, I am

Yours very truly,

H-V

JAMES B DUDLEY, PRESIDENT

A. T. WHITSETT, TREASURER

THE NEGRO AGRICULTURAL AND TECHNICAL COLLEGE OF NORTH CAROLINA

F. D. BLUFORD, DIRECTOR ACADEMIC DEPT.
N. A MURRAY, DIRECTOR A. & C. DEPT.
H. M TAYLOR, DIRECTOR MECHANICAL DEPT.

GREENSBORO, N. C.
October 23-1919.

Dr. George E. Haynes,
New York, N. Y.

My dear Dr. Haynes:

Yours the 20th received. I shall be very glad to assist Mr. Hines all that I can.

Very truly yours,

Jas B Dudley

JBD/LD. President.

Noted
GEHaynes
11/13/19

RECEIVED
DEPARTMENT OF LABOR
OCT 31 1919
Director of Negro Economics

STRONG PRACTICAL SHORT TERM COURSES IN AGRICULTURE
WRITE FOR INFORMATION

File

TENTATIVE SCHEDULE OF DR. HAYNES FOR OCTOBER:

1st to 8th Washington.

9th to 12th New York

13th and 14th Washington

15th Columbus

16th Detroit

17th Toledo

18th Pittsburgh

19th Meadville

20th Pittsburgh

21st and 22nd Cincinnati

23rd Louisville

24th En route

25th to 27th Atlanta

28th En route

29th to 31st Washington.

Haynes

File

ITINERARY OF DR. HAYNES:

November 14 and 15(night) - New York - 894 Broadway

November 16 - Springfield, Mass. - Care of Rev. Wm. N. DeBerry, pastor, St.John's Congregational Church.

November 17 and 18 - New York - 894 Broadway

November 19 and 20 - Washington

November 21 and 22 - Columbia, S.C. - Care of J.A.J. Brock (904 National Loan & Exchange Bank Bldg.)

November 23 (Subject to change) - Badin, N.C. - Care of Andrews

November 24 - En route

November 25 - New York

November 26 - Washington

November 27 to December 2 - Atlanta, Ga. (200 Auburn Avenue, Care of W.A. Bell).

Haynes.

HOWARD UNIVERSITY

INAUGURAL EXERCISES

TO BE HELD IN

ANDREW RANKIN MEMORIAL CHAPEL

WEDNESDAY NOVEMBER TWELFTH, 1919

10:30 A. M.—ACADEMIC PROCESSION STARTS FROM CARNEGIE LIBRARY

THE AFTERNOON TO BE DEVOTED TO AN INSPECTION OF THE UNIVERSITY PLANT

8:00 P. M.—ALUMNI NIGHT—TO BE HELD IN ANDREW RANKIN MEMORIAL CHAPEL

THURSDAY, NOVEMBER THIRTEENTH

RECONSTRUCTION AND READJUSTMENT CONGRESS—TO BE HELD IN ANDREW RANKIN MEMORIAL CHAPEL

10:00 A. M.—MORNING SESSION

8:00 P. M.—EVENING SESSION

The Trustees and the Faculty
of
Howard University
request the honor of your presence
at the Inauguration of
J. Stanley Durkee, A. M., Ph. D.
as President of the University
on Wednesday, November the twelfth
nineteen hundred and nineteen
Washington, District of Columbia

It is requested that a reply be addressed to
Emmett J. Scott, A. M., L. L. D.
Secretary-Treasurer
Howard University, Washington, D. C.

R with regrets
11/9/19
Wm Pope

ROBERT R. MOTON, PRINCIPAL

WARREN LOGAN, TREASURER

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THE TUSKEGEE NORMAL AND INDUSTRIAL INSTITUTE

FOUNDED BY BOOKER T. WASHINGTON

FOR THE TRAINING OF

COLORED YOUNG MEN AND WOMEN

TUSKEGEE INSTITUTE, ALA.

November 7, 1919.

Dr. George E. Haynes,
Director of Negro Economics,
United States Department of Labor,
Washington, D. C.

Dear Dr. Haynes:

I am sending under separate cover a marked copy of The Tuskegee Student, containing an extract from your Detroit address.

I hope you received the telegram which we sent to Nashville.

Yours very truly,

Albon L. Holsey

Editor of
THE TUSKEGEE STUDENT.

MEH

RECEIVED
DEPARTMENT OF LABOR
NOV 10 1919
Director of Negro Economics

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

November 10, 1919.

Mr. Albon L. Holsey,
Editor - "The Tuskegee Student,"
Tuskegee Institute, Ala.

My dear Mr. Holsey:

Please accept thanks for the liberal space given in your publication to the departmental release on Dr. Haynes' statements regarding "The Negro in Industry" as per copy of "The Tuskegee Student" transmitted with your kind letter of November 7, 1919. I shall be pleased to bring the same promptly to Dr. Haynes' attention upon his return to the city.

I am quite sure Dr. Haynes received the telegram which you forwarded to him at Nashville. If you incurred any expense in relaying the message will you kindly advise this office.

Yours very truly,

Assistant to the Director
of Negro Economics.

Noted
EJH
11/15/19

Gall 11/20/19

National Social Workers' Exchange
(AGENCY)
130 EAST TWENTY-SECOND STREET
TELEPHONE GRAMERCY 4916
NEW YORK CITY

MRS. EDITH SHATTO KING
MANAGER

November 17, 1919.

Dr. George E. Haynes,
Dept. of Labor,
Washington, D. C.

My dear Dr. Haynes:

Mrs. Susie E. Hancock has registered with us for positions in social work, being especially interested in welfare work.

We understand that you can give us information as to the registrant's qualifications for such work. May I ask for a frank statement of your opinion? The special points are, of course, training, experience and personality. If possible, will you mention the strongest points and also any weak points that should be especially considered?

Thanking you for your trouble in this matter, I remain,

Very sincerely yours,

(Mrs) Edith Shatto King

Manager

RECEIVED
DEPARTMENT OF LABOR
NOV 18 1919
Director of Negro Economics

November 20, 1919.

Mrs. Edith Shatto King
National Social Workers' Exchange
130 East Twenty-second Street
New York City.

My dear Mrs. King:

In response to your letter of November 17 about Mrs. Susie Hancock, I regret that I am unable to give you information about her training and experience further than that contained in her application filed at this office, copy of which is enclosed.

In personality, she is a woman of strong points. I have known her and her family for several years thru her daughter, who was under my instruction at Fisk University. Mrs. Hancock has been very successful in dealing with young women and I think it is largely because of her whole soul motherly personality.

Yours sincerely,

Director Negro Economics.

H/MLC

Hancock

November 22, 1919.

Dr. George E. Haynes,
Director, Survey - Interchurch World Movement,
894 Broadway,
New York, N. Y.

Dear Dr. Haynes:

Herewith, in duplicate, is list of names of members of Negro Workers' Advisory Committees.

Respectfully,

Karl F. Phillips.

G Haynes

Itinerary - DR. GEORGE E. HAYNES

December 15 - New York, N. Y., Greenhut Bldg., - Sixth Ave., and 18th St., c/o Interchurch World Movement - 'phone Watkins 9030 - Branch 65.

16 - En route St. Louis, Mo.

17 - St. Louis, Mo., Colored Men's Branch, Y. M. C. A.

18 - Nashville, Tenn., c/o Fisk University

19 - Louisville, Ky., address to be supplied

20 - Cincinnati, Ohio, Ninth Street Branch, Y. M. C. A.

21 - Columbus, Ohio, Colored Men's Branch, Y. M. C. A.

22 - Cleveland, Ohio, c/o E. R. Wright, 801 Hippodrome Bldg.

23 - Pittsburgh, Pa., c/o Zahniser - Address to be supplied

24 - Washington, D. C.

25 - Washington, D. C.

26 - Washington, D. C.

- - - - - - -

h
p

Copies to:

Mrs. E. R. Haynes
Dr. George E. Haynes
Dept. of Labor

Schedule - Geo E. Haynes.

Dec. 18	St. Louis	Pine St.	Br.	Y.M.C.A.
" 19	Nashville Tenn.	c/o	Mr.	Zumbunner
			810	Bdwy.
" 20	Louisville Ky	c;o	Mr.	Stockbridge ~~Inter-South Bldg.~~ 102 Todd Bldg.
" 21	Cincinnati O	c/o	9th	St. Y.M.C.A.
" 22	Cleveland O.	c/o	Mr.	E.R.Wright
			801	Hippodrome Bldg.
" 23	Pittsburgh, Pa	c/o	Mr	C.R.Zahuiser
			2451	4th Ave.
" 24-25	Washington C.C.	1761	T	St. N. W.
		Department of Labor		
" 26-28	N. Y .			
" 29 to Jan 1-'20			Des Moines, Ia.	
Jan 2				

GEH/TCM.

Noted
RP 12/16/19
Karl G. Shultzer

N8262

Haynes

December 5, 1919.

Prof. George W. Hines,
Dept. of Commerce and Finance,
Howard University,
Washington, D. C.

My dear Prof. Hines:

In response to your recent request, it is a pleasure to forward to you, under separate cover, some material relating to Negro labor.

Yours very truly,

GEORGE E. HAYNES,

Director of Negro Economics

By

A s s i s t a n t .

Mrs

December 29, 1919.

Miss T.C. Manly,
Interchurch World Movement,
Greenhut Building,
New York City.

My dear Miss Manly:

Will you kindly send by return mail Dr. Haynes' itinerary in full, January 1 to January 14, 1920.

I am enclosing carbon copies of two letters addressed to Dr. Haynes at Des Moines for his attention in case the originals do not catch him.

Have you had time to comply with Mr. Phillips' request?

Yours very truly,

Secretary to Dr. Haynes.

Enclosures - 2

ROBERT LANSING, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA
NEW YORK CITY

SURVEY DEPARTMENT
45 West 18th Street

Home Missions Division
RALPH E. DIFFENDORFER

S. EARL TAYLOR, General Secretary

December 31, 1919.

Miss Mattie L. Campbell,
Department of Labor,
Washington, D. C.

My dear Miss Campbell:

I am enclosing herewith Dr. Haynes' itinerary from January 1 to January 5 and will mail the schedule for the following dates within a few days.

Carbon copies of letters forwarded to Des Moines received.

Yours very truly,

PER

RECEIVED
DEPARTMENT OF LABOR
JAN 1 1920

Director of Negro Economics

GK
RB
1/1/20

Haynes

Director of Negro Economics

Jan. 19, 1920.

T. C. Manly,
Care Haynes,
Interchurch World Movement,
45 East 18th Street,
New York.

Detained here over tomorrow. Telephone Doctor Corey and adjust other engagements.

HAYNES,
Director.

- -

ATTEST:

Office of the Secretary
Contingent Expenses - 1920

Director of Negro Economics.
(Expert - Bureau of Labor Statistics.)

ITINERARY

Dr. George E. Haynes.

January	1	Des Moines	c/o	Headquarters Student Volunteer Convention. Leave Des Moines Via Rock Islan @ 10:10 P.M.
	2	Chicago, Ill		Arrive 8:35 A.M.
			c/o	Mr. F. O. Bedk, 1318 Association Bldg.
	3	Detroit, Mich	c/o	Mr. Jas. H. Cole, 395 St. Antonio St.
	4	Detroit "		Leave Detroit 5:20 P.M. for Toledo, O. Leave Toledo by night train.
	5	Philadelphia	c/o	(Try-Dean L.B.Moore 2337 St. Alban St.)

January 27, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

Dear Dr. Haynes:

The enclosure is self-explanatory, being the statement I have prepared on your visit to Badin, report on which was requested by Assistant Secretary Wilson.

Yours very truly,

Expert - Bureau of Labor Statistics

p
p
Enclosure

February 3, 1920.

Dr. George E. Haynes,
Director of Negro Economics,
45 West 18th Street,
New York, N. Y.

My dear Dr. Haynes:

The Chief Statistician of the Bureau of Labor Statistics advises that your appointment has been extended and requests that you appear and take oath of office at your convenience.

Yours respectfully,

Expert - Bureau of Labor Statistics.

p
p

February 10, 1920.

Dear Dr. Haynes:

Supplementing your letter from Mr. Phillips of February 3, I am enclosing oath of office, which Mr. Baldwin has just made special request for the filing thereof. Mr. Baldwin states that unless his office receives the oath before February 15 it will be impossible for you to receive any pay for the first half of this month. Will you not, therefore, give this your immediate attention?

This morning I forwarded to you a telegram from Miss Ury calling off the engagement in Baltimore for February 15.

Trusting that all goes well with you and your new work, I am

Yours sincerely,

noted
Geest
2/11/20

H. Campbell

Hampton Institute
Hampton Virginia
Feb 10, '20.

Mr. George E. Haynes
Washington D. C.

Dear Sir:—

I am seeking some information concerning new opportunities for the negro in the industrial world, and I would be very thankful to you if you would let me have some information at your earliest convenience. Thanking you in advance for your kindness

Respectfully yours
Geo. Haley.

Note
GEH
2/11/20

KP-FR about new bulletin
GEH

RECEIVED
DEPARTMENT OF LABOR
FEB 11 1920
Director of Negro Economics

February 19, 1920.

Mr. H. W. Hardy,
Hampton Institute,
Hampton, Va.

My dear Sir:

I have your letter of February 10, making inquiry regarding the new industrial opportunities for the Negro.

I beg to advise you that the data which the Division of Negro Economics has secured on this subject is being prepared for issuance to the public, in the form of a bulletin which it is hoped may be published in the near future. Your name has been entered upon our list for the receipt of that information, when ready, inasmuch as your present inquiry is of such a wide scope that it would be impracticable to attempt to answer it in full at this time.

However, if your inquiry merely relates to opportunities of a general nature, we shall be pleased to give you a brief general statement.

Yours very truly,

GEORGE E. HAYNES,

Director of Negro Economics

By

A s s i s t a n t.

p
p

Noted
GEH
2/21/20

COPY.

2026 Druid Hill Ave.,
Baltimore, Md.
April 14, 1920.

Mr. George Haynes,
42 W. 18th St.,
New York City.

Dear Sir:

The ladies of the Du Bois Circle of this city are inviting you to be the speaker on the occasion of the closing of the Circle which will be held on the first Friday evening in June at 8:00 oclock.

We trust you will grant this and we shall hope for a favorable reply.

I shall be grateful if you will kindly let me have an answer not later than Monday April 19th, as we hold our last business meeting on the day following this date.

Hoping a favorable answer I remain,

Yours very respectfully,

Cor Sec.

R
Dy Ext
4/20/21

BH/A

RECEIVED
DEPARTMENT OF LABOR
APR 17 1920
Director of Negro Economics

April 19, 1920.

Miss Bertha A. Hatchett
Corresponding Secretary
DuBois Circle
2026 Druid Hill Avenue
Baltimore, Md.

Dear Miss Hatchett:

Responding to your cordial invitation of April 14, I regret exceedingly that previous engagement at Cleveland, Ohio, would prevent my accepting your invitation for Friday evening, June 4, to speak before the DuBois Circle.

Appreciating the opportunity and regretting that I am unable to embrace it, I remain

Yours very truly,

Director, Negro Economics.

H/MLC

Do 1 Hayne

RECEIVED
DEPARTMENT OF LABOR
MAY 10 1920
Director of Negro Economics

NATIONAL NEGRO BUSINESS NOTES

Furnished by the Secretary of the National Negro Business League
of Racial Progress

NATIONAL HEADQUARTERS OF THE NATIONAL NEGRO BUSINESS LEAGUE

1816 Twelfth Street, Northwest

Washington, D.C.

G Catt 5/17/20

(Special) Business development among Negroes over the entire country is taking on a more progressive aspect every day. Almost daily, reports coming in from the various local leagues tell of some new enterprise being launched, and those enterprises are in new fields as well as in the old established lines. New and better methods are being installed and the watch-word among the trade is "Ultra-efficiency"

The Wage Earners Bank of Savannah, Ga., purchases an entire block of buildings at the southwest corner of 135th st., and Seventh Ave., New York, a general improvement in the property being contemplated. The purchase price was near a quarter of a million.

The Division of Negro Economics of the Department of Labor, Dr. George E. Haynes Director, reports continued results in the organization of building and loan associations throughout the State of Ohio, and an extension of this effort to Tidewater, Virginia.

The Commercial Bank and Trust Company, Richmond, Va., is being promoted under a capitalization of $100,000.00, surplus, $12,500.00. T.C.Erwin, President.

Mr. John W. Lewis, president of the Industrial Savings Bank of Washington, D.C. is heading up the National Mutual Improvement Association the object of which will be among other things, the financing of worthy business projects that are needed.

The Federal Building and Loan Association of Washington, D.C., is capitalized at $100,000.00 with Mr. J. Edward Rattley president.

The Universal Development and Loan Company, 502 T St., Washington,D.C., Charles E. Lane, Sr., President, is doing a general real estate and loan business under a capital of $100,000.00, organized in January.

The Monumental Pictures Corporation, J.Williams Clifford, President, is capitalized at half a million and proposes to produce super-feature motion pictures to bring about a more thorough understading and appreciation of Negro Life in America. The corporation is now placing its stock on the market from its headquarters in Washington.

Information from Mr. Bert M. Roddy, Cashier of the Solvent Savings Bank and [illegible] Co.,Memphis, Tenn., shows that the Co-operative Stores of that city, with [illegible] teen stores in total, operates on a $36,000.00 paid in capital, doing an [illegible] monthly business of $30,000.00.

Interest is also being shown in the probable establishment o[illegible] bank [illegible] Havanna, Cuba. Definite information on this is at pre[illegible]

The Progressive Business Association of Philadelphia, the local league of that city, reports through its secretary, Mrs. Sommerville Fauntleroy, that things are getting under way for the entertainment of the National League in that city in August, which meeting promises to be the most important yet held.

The Norfolk Negro Business League, like Chicago, has now a regular established headquarters with a paid secretary in charge.

Atlanta, Ga., has recently revived and rechartered, 200 Auburn Ave., with J.C. Moss, President, and expects to launch an immediate campaign for development. Dr. H.Roger Williams furnished the "pep" that got it over.

The National Negro Business League is now cooperating with the Treasury Department through Mr. William Mather Lewis, Director of the Savings Division of the War Loan Organization, in a "Thrift Drive".

As far west as Los Angeles and from the Mexican to the Candaian Border the influence of the National Negro Business League is felt and expressed in a tangible way. The Progressive League of Los Angeles staged a big revival meeting and Mr. R. S. Abbott went all the way from Chicago to speak on the business outlook. The New Age reports that "Open a bank - awake to your opportunities" was the keynote of his address.

The National Negro Business League will appreciate authentic information regarding new ventures. Be sure that your corporation is listed with the League.

During the week of April 26th the Victory Investment Company, Oscar L. Hayes, President, conducted a Business Fair in the Gym room of the Y.M.C.A, building at which twenty-three local business concerns were represented by booths and a general acquaintance meeting held every night. Each night brough some special featured program, the most outstanding being Business Night held Tuesday. Addresses were delivered by Mr. Jno. W. Lewis, of the Industrial Savings Bank, Mr. J. Finley Wilson, editor of the Washington Eagle and Mr. William Stevenson, Executive Secretary Y.M.C.A.

(The League furnishes the above as information only and does not guarantee or stand as sponsor for any of the concerns here represented)

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
WASHINGTON

5/15/20

Dear Phil—

That is a fine letter to Williams and it will keep him in line for future purposes. Before noticing that the Secretary was to sign the communication I wrote a red ink approval on the carbon. You will pardon me for the oversight.

Everything going along down here. Nothing doing on the Phila dope—

Yours
Chas E.

Gbert
6/25/20

RECEIVED
DEPARTMENT OF LABOR
JUN 15 1920
Director of Negro Economics

DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
WASHINGTON

June 15, 1920.

Mr. Karl F. Phillips,
Asst. Director Negro Economics,
Department of Labor,
Washington, D. C.

Dear Mr. Phillips:

Replying to your inquiry concerning the colored population of Philadelphia permit me to advise you that this data is not yet available, and that it will probably be sometime before a detailed release, covering the different elements of the population, will be made for that city.

Yours very truly,
Charles E Hall

6/25/20

RECEIVED
DEPARTMENT OF LABOR
JUN 15 1920
Director of Negro Economics

CH/AM

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The Christian Work
70 FIFTH AVENUE
NEW YORK CITY

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RECEIVED
DEPARTMENT OF LABOR
AUG 17 1920
Director of Negro Economics

August 16th, 1920

Dr. George E. Haynes
Department of Labor
Washington, D. C.

My dear Dr. Haynes:

There is a young Demararan of my acquaintance about twenty years old who wants to get an education preparatory to studying medicine or dentistry. He has finished the seventh grade and must begin with the work of the eighth grade. He prefers to go to some school in the North, in Pennsylvania, New York or New Jersey, and he wants to work his way through school. Where do you counsel him to go? He has been talking to me of Lincoln University but fears that they have no eighth grade there. I have suggested Hampton to him. I should be glad to hear from you as soon as convenient what your advice to him would be.

Shall you be back in New York this year or is Washington to be your permanent home henceforth? When you come on some interesting material which you think would interest "The Christian Work", I should be delighted if you would send me an article with a view to publication.

Yours sincerely,

Henry S. Huntington

ASSOCIATE EDITOR

Reply 8/17/20

August 17, 1920.

Mr. Henry S. Huntington
Associate Editor
The Christian Worker
70 Fifth Avenue
New York City.

Dear Mr. Huntington:

Responding to your inquiry about best place for your young friend Demararan to go for his education I think it would be well for him to go to Hampton provided he can get admittance. He should write at once to the principal, Dr. James E. Gregg. It might be well also to inquire at Lincoln University about eighth grade work; also at the Bordentown Industrial School, Bordentown, N.J., and at Morgan College, Baltimore, Md.

The Bordentown School is a state school with good equipment and I am sure has grade work. It is a good school under a competent man and might be the best place for him for two or three years if he is unable to get in at Hampton.

I am still connected part-time with the Department of Labor and am making my home in Washington. Just what my other plans will be I am not now able to say. I shall be pleased to accept your cordial invitation for an article in "The Christian Worker" and shall send on something as soon as I am so settled again that I can get time to prepare some matter about Negro workers.

With many cordial greetings, I am

Yours sincerely,

George E. Haynes

Director of Negro Economics.

H/MLC

ROBERT R. MOTON, PRINCIPAL

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WARREN LOGAN, TREASURER

THE TUSKEGEE NORMAL AND INDUSTRIAL INSTITUTE

FOUNDED BY BOOKER T. WASHINGTON

FOR THE TRAINING OF

COLORED YOUNG MEN AND WOMEN

TUSKEGEE INSTITUTE, ALABAMA

RECEIVED
DEPARTMENT OF LABOR
SEP 2 1920
Director of Negro Economics

August 30th. 1920.

Dr. George E. Haynes,
Director of Negro Economics
Department of Labor.

Dear Doctor Haynes:

I regret to say that I am unable to send you a catalogue at this time due to the fact that our very large student body last season completely exhausted our supply. The new catalogue is now on the press and we will forward one as soon as they are completed.

Very truly yours,

A. L. Holsey

Secretary to the Principal.

Noted
G.E.H.
9/2/20

THE HAMPTON NORMAL AND AGRICULTURAL INSTITUTE

HAMPTON, VIRGINIA

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WILLIAM H. SCOVILLE, SECRETARY

OFFICE OF THE PRINCIPAL

September 3rd, 1920.

Dear Dr. Haynes:

Dr. Gregg is taking these two or three weeks as a vacation and I am therefore sending him no more business letters at present. This will be brought to his attention however, as soon as he returns.

Sincerely yours,

Emily K. Hewson

Secretary to the Principal.

Dr. Geo. E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

noted
GEH
9/4/20

RECEIVED
DEPARTMENT OF LABOR
SEP 4 1920
Director of Negro Economics

National Association of Corporation Training

Irving Place at 15th Street New York

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F C Henderschott
The New York Edison Company

F C Henderschott
Managing Director

September 7th, 1920.

Dear Mr. Haynes:

Kindly be advised that President Park has appointed you a member of the Association's Sub-Committee on Unskilled Labor and Americanization.

Your early acceptance of this appointment will be much appreciated.

Cordially yours,

F. C. Henderschott

FCH-HL

Managing Director.

Mr. George E. Haynes,
United States Department of Labor,
Washington, D. C.

RECE
DEPARTMEN
SEP 8

9/8/20

September 8, 1920.

Mr. F.C. Henderschott,
Managing Director,
National Association of Corporation Training,
Irving Place at 15th Street
New York City.

Dear Mr. Henderschott:

Responding to your notice of appointment by President Park as a member of the Association's Sub-Committee on Unskilled Labor and Americanization, it is a pleasure to accept this appointment.

Yours very truly,

Director of Negro Economics.

H/MLC

no obj.
L.T.P.
Lab 10/20

September 10, 1920.

Mr. Morgan D.R. Hite
307 Canal Bank Annex
New Orleans, La.

My dear Sir:

At the request of Mr. R.H. Leavell, Southern Pine Association, I am sending you under separate cover six copies of "Negro Migration 1916-1917" published by this Department.

Yours very truly,

Director of Negro Economics.

H/MLS

September 21, 1920.

Mr. Shelby M. Harrison
Russell Sage Foundation
New York City.

Dear Mr. Harrison:

I understand that you have prepared a reference list of social surveys. If you have copies for distribution I would appreciate receipt of two or three copies.

Thanking you in advance,

I remain

Yours very truly,

Director of Negro Economics.

H/MLC

METHOD

A BUSINESS MAGAZINE

Exponent of the Progressive Negro Business Man

FRANK HOWARD HALLION, MANAGING EDITOR — *514 NORTH SECOND STREET*

Richmond, Va. October 22, 1920.

E.

Dr. George Haynes,
Department of Labor,
Washington, D. C.

Dear Dr. Haynes;

Will you please put Method on your mailing list, or rather change my address to 514 North Second St., instead of 311 North Fourth St.

attention

Your release from Newark N. J., October 22, on Spectacular Negro Enterprises would certainly furnish enlightening and interesting reading matter for Method, The Magazine of Negro Business. I wonder if you would prepare an article on same for an early issue, sending me your cut to use in connection.

The first issue will be out November 15, and you will possibly not have time to get your article ready by the 1st, the latest date, for we go to press that date. The December issue would catch it.

I am putting you on my mailing list.

Very sincerely yours,

Frank H. Hallion

Managing Editor.

FH/ UF

RECEIVED
DEPARTMENT OF LABOR
OCT 25 1920
Director of Negro Economics

Copy

514 North Second Street,

Richmond, Va., October 22, 1920.

Dr. George E. Haynes,
Dept. of Labor,
Washington, D. C.

Dear Dr. Haynes:

* * * * * * *

Your release from Newark, N. J., October, on Spectacular Negro Enterprises would certainly furnish enlightening and interesting reading matter for "Method" - The Magazine of Negro Business. I WONDER IF YOU WOULD PREPARE AN ARTICLE ON SAME FOR AN EARLY ISSUE, SENDING ME YOUR CUT TO USE IN CONNECTION.

The first issue will be out November 15, and you will possibly not have time to get your article ready by the 1st, the latest date, for we go to press that date. The December issue would catch it.

* * * * * * *

Very sincerely yours,

Frank H. Hallion

Managing Editor.

1st Indorsement

Referred to Dr. Haynes for immediate personal reply.

Paul F. Phillips
Assistant.

Noted
Geist
10/26/20

October 25, 1920.

Mr. Frank H. Hallion,
Managing Editor - "Method,"
514 North Second Street,
Richmond, Va.

My dear Mr. Hallion:

We have today noted your change of address, and have corrected our mailing list so as to insure your getting, both personally and as Managing Editor of the "Method," copies of future departmental releases and publications.

Your request for an article by Dr. Haynes has been referred to him at New York for immediate personal reply.

Yours very truly,

Assistant Director Negro Economics.

P. S. Please accept thanks for putting this office on your mailing list.

R
Gent
11/2/20

November 3, 1920.

Mr. Frank H. Hallion,
Managing Editor - "Method",
514 North Second Street,
Richmond, Va.

Dear Mr. Hallion:

I shall be glad to prepare a short article for your magazine later in the winter. I regret that this month and next month are already crowded so full with matter already promised that I am somewhat uncertain how soon I can get this to you.

Thanking you for this opportunity.

I remain

Yours very truly,

Director of Negro Economics.

H/MLC

Hallion up

METHOD

A BUSINESS MAGAZINE

Exponent of the Progressive Negro Business Man

FRANK HOWARD HALLION, MANAGING EDITOR — 514 NORTH SECOND STREET

Richmond, Va. November 5, 1920.

RECEIVED
DEPARTMENT OF LABOR
NOV 6 1920
Director of Negro Economics

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

Dear Dr. Haynes:

I thank you for your letter relative to the artilce I have asked you to prepare for Method, and regret very much your inability to comply right off.

Professor Erwin, with whom I have talked concerning this particular article, is very anxious to seeit. He is one among many who would appreciate a product of your pen on the subject in hand.

May I encroach upon your already crowded time by asking if it would be possible for you to write this article for the December Method? If you can get your matter in by the 12th of December, although our forms will have then been made up, I shall hold open space for you. This, Dr. Haynes, is in the light of a favor I am asking you to render a new, struggling, worthy, enterprise.

With very best wishes for both you and Mr. Phillips, I am

Sincerely yours,

Frank H. Hallion

Managing Editor.

FH/UF

November 6, 1920.

Mr. Frank Hallion,
Managing Editor,
"The Method",
514 North Second St.,
Richmond, Va.

Dear Mr. Hallion:

I would like very much to make you a promise to get the material to you by December 12, but I am going to be under very heavy pressure between this and that time, with a trip South on my hands. Some of my previous promises must be cleared up so I fear to have you expect it and not get it in time. I will give you something at the earliest date, but am unable to say just when now.

Yours very truly,

Director of Negro Economics.

H/MLC

RECEIVED
DEPARTMENT OF LABOR
NOV 26 1920
Director of Negro Economics

116 West 129th St.,
New York City.
November 24, 1920.

R with filler voucher

Dr Geo. E. Haynes, Supt
Washington, D. C. 12/1/20

Dear sir:—

By this time, I know that Mrs Haynes and you will be surprised to know that I am still in New York. I have had a very pleasant as well as busy time up here.

My first position was that of finisher in a large

dress factory on #125th St. on piece work. I found another position with more pay on 24th St, as an operator on sample dresses so I worked there until work closed down. I afterwards went to the Youthful Dress Co. of 129 W 31 St, as a sample dressmaker at the same $30 thirty dollars per week with all over time pay. I shall go back to work as soon as work starts up again, but during the time I am out of this work, I shall do something else.

I am also taking Costume Designing at Hunter College this term and hope to finish in June. This course will be a great deal of help to me in my line of work.

Mrs Saunders have helped me quite a good deal since I came up here. Mrs Haynes' and Miss Haynes' advice have also meant a great deal to me. I wish to thank you all for your advice.

I am sending you an application blank. Will you please fill out and return to me and also give me any advice that will help me

to fill out my part correctly.

I passed the Virginia state examination at Hampton and have received a certificate to teach home economics in the Public High Schools of that state.

My sister, Mrs Jones, have gone home for the winter, so I fell that it is best for me to go to the Y. W. C. A. What do you think of it?

Hoping to hear from you soon, I remain,

Yours truly.

Lurena Hollingsworth.

Dear Miss ~~Hollingsworth~~

week and meals My averaged was about $28 per week.

Since I came to New York, I have worked as a finisher with Lansky & Schwartz on 125-th St near 5-th Ave on piece work. From there I went to Adleman & Co 24th St bet. 6th & 7th Ave. Work got dull, so I found emplogment at the Youthful Dress Co of 129 W. 131 St. My salary was $30 per week. I work as an operator, draper, or sample dressmaker and got extra pay for over time work.

At present, I am taking a course in Costume Designing at Hunter College of this city.

Yours truly,

Lurena Hollingsworth.

116 West 129th St.,
New York City.

18. I took my High school work at Gregory's Institute of Wilmington, N.C. From there I went to Fisk University of Nashville, Tenn. in the fall of 1912 and spent two years there. I took home economics along with my other preparatory and college work. I spent three terms at Hampton Summer School, at Hampton, Va. I took special work in home economics and manual training, and hold a Virginia State certificate to teach home economics in the Public High Schools of that state.

About two years ago I took the Civil Service examination for File Clerk and passed.

19. I have had 10 years of experience as a dressmaker in Wilmington, N.C. I taught at the Colored Graded School of Greenville, N.C. 1917 + 1918 also I have had two years of experience as a private teacher. My salary at Greenville, N.C. was $30 per month. My salary as a dressmaker was $20 to $35 a

METHOD

THE MAGAZINE OF NEGRO BUSINESS

EXPONENT OF PROGRESS

FRANK HOWARD HALLION, Managing Editor — 514 North Second Street

RICHMOND, VIRGINIA.

November 24, 1920.

RECEIVED
DEPARTMENT OF LABOR
DEC 1 1920
Director of Negro Economics

Rec'd 12/1/20

Dr. Geo. E. Haynes,
Department of Labor,
Washington, D. C.

My dear Sir:

So much has been said concerning the short comings of Negro business, and so much has been said concerning the efficiency of Negro business, it strikes me that the views of some of those persons who have made headway in the business world would at this time do a whole lot toward helping to stabilize the general business morale of our people, and would be the means of placing in a new and better light before the public, the business ventures of the race.

Would you, therefore, do us the favor to write for Method an answer to the following question: "What Does Negro Business Most Need?" You may make this article in the form of a letter directed to the editor and I want to publish them in an early issue on a page or pages to be headed with the question asked, with the statement: "Answered by Ten Heads of Leading Enterprises." I am asking you to be one of the ten.

You are on list to receive a complimentary copy of the first issue of Method, which makes its appearance about the ~~25th of November.~~ first of December.

With best wishes, I am,

Sincerely yours,

Frank H. Hallion

Editor.

FHH:AET

December 1, 1920.

Mr. Frank H. Hallion, Editor,
The "Method",
514 North Second Street,
Richmond, Virginia.

My dear Mr. Hallion:

Responding to your letter just received requesting answer to the question What does Negro business most need, I hope my answer may not seem hasty or opinionated, for it grows out of some statistical studies and general observations of Negro business enterprises. It seems to me that Negro business most needs two things:

First, men of better training and experience and larger vision of the meaning of modern business as a method of large service to people who will pay for value received instead of as simply a means of acquiring wealth.

The second need will doubtless be supplied by the first,-the best and most up-to-date principles and methods of doing business. The modern business system of accounting and of finding out and meeting the wants of its customers is remarkable for its efficiency and accuracy. Negro business needs this.

Yours very truly,

Director of Negro Economics.

H/MLC

A similar letter has been sent to Senator Glass and Congressmen Montague and Flood.
7/17.

December 3, 1920.

Senator Claude A. Swanson,
Senate Office Building,
Washington, D. C.

Honored Sir:

Under separate cover, I am mailing you a marked copy of METHOD, the magazine of Negro Business, containing an editorial on the work of the Division of Negro Economics of the Department of Labor.

This Division has accomplished great good, especially was this so in the State of Virginia, and I wish it had been so that you could have had opportunity to take close cognizance of the results obtained by this arm of the United States Government.

You know that the appropriation carrying provision for the continuation of this work, under Dr. George E. Haynes, was cut short, and the Director also had to cut short his operating organization.

Some time, during this Congress perhaps, the matter of continuing the Division of Negro Economics will again come up, and I am writing to ask that you throw such aid and influence as you feel disposed toward helping to ~~perfect~~ perpetuate a work which has done so much to help the white people of Virginia, by a scientific organization, with their labor problem, both in the industrial and the domestic life. The Negroes of Virginia, I feel free to state, will be under untold obligations to you for any thing you may feel disposed to do in this premises.

With very best wishes, I am, Sir,

Most respectfully yours,

(Signed) Frank H Hallum

Editor.

METHOD

THE MAGAZINE OF NEGRO BUSINESS

EXPONENT OF PROGRESS

FRANK HOWARD HALLION, Managing Editor

514 North Second Street

RICHMOND, VIRGINIA.

Important

December 3, 1920.

RECEIVED
DEPARTMENT OF LABOR
DEC 4 1920
Director of Negro Economics

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Dr. Haynes:

Find enclosed copy of letter I am sending, in interest of the Division. This is one of the things I had on my mind to talk with you about when you were in Richmond some time ago. It is my presumption that the torrential rains prevented your return to the office.

I do not know if I have covered the subject to these gentlemen, just as you would like to have it covered, and if time would permit, I would send you copy for criticism and correction before being mailed, but I feel that this matter should be pressed, and whatever we have in mind to do should be done immediately. I am not going into detail in the letters to Senators Swanson, Glass, Montague and Flood, concerning the work of the Division, believing that the editorial does this fairly well.

I shall be glad to have a line from you as to what you think of this effort, and as to what you think I may further do to help the cause.

With best wishes, I am

Sincerely yours,

Noted 12/7/20

Frank H. Hallion

Editor.

FHH:AET

Method should reach you in a Monday mail.

December 14, 1920.

Mr. Frank Howard Hallion,
Editor - "Method",
514 North Second Street,
Richmond, Va.

Dear Mr. Hallion:

I have to congratulate you on the first issue of "Method" for its substance, its makeup, and its form. I have to thank you also for the liberal attention you have given to Negro Economics. I am sure this will help.

Copy of your letter to Senator Glass was received, and I appreciate it more than I can tell you, as it was broad-minded and unsolicited.

The enclosures are self-explanatory.

Yours very truly,

Director of Negro Economics.

h
p
Enclosures - 2

See Page 4

METHOD

The Magazine of Negro Business

EXPONENT OF PROGRESS

Vol. 1, No. 1. Richmond, Va., December, 1920 $1.50 Per Year

ENUNCIATED TWENTY YEARS AGO—A LIVING TRUTH TODAY.

I HAVE learned from a long experience in the work of uplifting my people that if we accomplish anything as a race in this country, we must do so as other people do, by hard work, close application and rigid economy. I have learned that no matter what rights are granted us by the general government, we must succeed or fall largely by our own efforts.

"And while we ask to be governed by the same laws and accorded the same rights with all other citizens, the Constitution of the United States and the laws of our country can never be the means of forcing success upon us. We must rise by our own efforts, by industry and constant perseverance, or fall by reason of our own worthlessness.

"No people can hope for much in the way of progress and civilization, who are unable to develop a capacity for BUSINESS."—

From the speech of T. W. Walker of Birmingham, Ala., delivered before the first meeting of the National Negro Business League at Boston in 1900.

$20. in Gold - 1st Prize
$10. in Gold - 2d Prize
$5.00 in Gold - 3d Prize

Method Subscription Contest

OPEN TO 100

This Contest begins with the December issue and closes on March First, 1921.

Pleasant, profitable work, introducing METHOD to your community. The regular commission on all subscriptions will be paid to all entering the contest. The Prizes are extra, and you are paid for your service whether you win a prize or not.

We will send you five sample copies free to start you.

METHOD is new and distinctive. Everybody who is interested to any degree in business is a live prospect. You do not have to be a salesman—**Method sells itself.**

Number of contestants limited to *One Hundred.* This statement is being read in many States, so write immediately for particulars to

The Editor, METHOD,
514 North Second Street,
Richmond, Virginia.

Just drop a card.

METHOD

THE MAGAZINE OF NEGRO BUSINESS
EXPONENT OF PROGRESS

Pledged to help keep America the leading nation of the world by diligent effort to further the economic status of its colored citizenry

Vol. 1. No. 1. Richmond, Virginia. December 1920 $1.50 the Year

Published once a month at 514 North Second Street, Richmond, Va., by

THE HALLION PUBLISHING COMPANY.

FRANK HOWARD HALLION, *Editor.*

Subscription Rates—$1.50 the year in advance. By the copy, 15 cents. Give old and new address when ordering change of address

"Seest thou a man diligent in his business. He shall stand before kings....."—Prov. 22: 29.

CHRISTMAS

In the everlasting rush, hustle and bustle for the almighty dollar, it behooves us as business men to pause at least periodically and consider whither we are driving. We should ask ourselves a few questions and then proceed to answer them, for they must be answered.

In the competition of business are we mindful that the immediate point we are trying to gain and the dollars we are struggling to get are not the ultimate aim of our being?

In the eternal thraldom of financial effort do we ignore our religious duties and relegate the obligations God has imposed upon us?

While custom dictates in business that "every tub must stand on its own bottom"; "each for himself and the devil take the hindmost," do we listen to the other teachings which, if they mean anything, mean we are our brothers' keepers?

Then again, do we go about our business as if it were an unpleasant duty and view it in the light of a necessary evil, or do we look upon it through eyes which reflect our daily routine as a delightful means to a bigger aim?

Do we try to inject the element of JOY into our daily contact with our fellow-workmen, or are we "too busy"?

Nineteen hundred years ago the Lord and Master came heralded as a fountain of joy. He never came to declare any unpleasant duties. He never came to impose any ugly obligations. He never came to set up a system of discontent and discord. He never came to teach men to work only for personal profit. He never came to declare any selfish, one-man program system of life. He never came with a gloomy edict to forbid a Christian having pleasure. He came with JOY. He preached JOY. He lived JOY.

What a lesson in His life for business men today; and while we are again on the threshold of the Anniversary of His birth, let us remember His teachings and try to apply them to our business. Let us try to lighten somebody's burden. Let us speak an encouraging word to the office boy. He is human. Let us compliment the work of the stenographer. She is something more than a gum machine. Let us tell that book-keeper what a help he is to our business. He also likes JOY; and the joy market will never be cornered. What avenues of JOY we can open up with such a slight effort!

Mr. Richard H. Edmunds, the editor of th Manufacturers Record, nearly two years ago s in an editorial that what is most needed in this is a revival of good, old-fashioned, prayer-meet religion. If ever a man spoke the truth it was Edmunds. A revival of old-fashioned re would without doubt cure most of the disease a League of Nations, or a Democratic or a lican, or a Socialistic Administration could

diagnose. It was this old-fashioned prayer-meeting religion which Christ, centuries ago, came to declare and He came to declare it with JOY. If we practice the same kind of religion we will have earned the right to sing in chorus with the Herald Angels of old, "Joy to the World; the Lord is Come."

METHOD.

Method is a synonym for system. In christening this magazine we selected this name as the most apropriate for our needs. It fits to a nicety the principles for which we are established.

All business must be run under system. Without system, if a man is successful, it is in spite of himself and not because of his methods. We deplore the condition of some offices and business places we have visited, and wonder at their existence in view of all the lack of system that is so evident. There was a time when the entire records of a business could be kept in the head of one man. That time is no more. Business is the most complex study presented to us today. With its arms stretching out into every field of human activity, system is absolutely necessary, not necessarily for the purpose of preventing and detecting fraud, but it takes a load off the memory and leaves an executive's mind free for constructive thinking.

The modern accountant's work is a masterpiece of intricate, almost automatic detail, evolutionary in its application to the business man's needs and not revolutionary as so many of us are afraid. The accountant's work depends absolutely upon system. The success of a business depends largely upon the accountant's work. The accountant is the doctor for a sick business. He is the safety valve for the business that attempts to stretch out too far. He is the accelerator for the business machine that runs too slow—and his entire work depends upon system. Hence our statement that business is dependent upon them—Method.

THE POLICY OF METHOD.

We make no apology for our debut. There is a reason for the existence of every human being on earth. Insofar as a man ascertains that reason, just to that degree is he a successful man, and insofar as he fails to ascertain why he is here, just to that degree is he a failure and misfit in the general scheme. What is true of individuals is true of institutions like Method. We have our work to do—our service to render, and that service will be for the Negro business man, which said service constitutes the reason for our existence.

We hope this magazine might furnish you the inspiration to follow closely what the Negro is doing in business. It is with the spirit of business that we fare forth on our mission. No politics, no "isms" of any kind except commercialism, shall guide our policy in contending for a business race. We invite you to read it each month and we shall always be glad to publish any authentic information concerning our business men provided such articles carry no prejudice toward or against religious organizations or strictly political subjects.

As an exponent of the progressive business man, who very often is the younger type of man, we have no axe to grind with that fine group of older men who have done so much toward making it possible for the younger man to succeed and climb higher. Under given conditions, however, we feel that it is time the younger Negro was taking some of the load off the shoulders of the fathers, and we also feel that it is time some of the fathers were taking some of the stumbling blocks from in front of the sons. We therefore especially invite the younger and struggling Negro business man to keep in touch with us, so that we may help him and that he may help us and we may help others through him.

THE NATIONAL NEGRO BUSINESS LEAGUE.

"Reorganization and Reconstruction" was the slogan of the National Negro Business League at its 1920 Session at Philadelphia. Not a single reorganization or reconstruction suggestion came to the attention of the open convention that anybody remembers. The only reorganization and reconstruction idea proposed at all was one which was delegated to a "special committee" to meet sometime in October. No one yet has given any intelligent reason for not allowing the business of the League to come before the open convention so that

the membership might act on its own matters and not depend on the League's political machinery to foster the work in a way most advantageous to that machine. It simmers down to the point in the eye of the public of the League being a political organization and not an economic one for the advancement of the business interests of the American Negro. How long the general public will stand for this is a matter of conjecture. Suffice it to say, it has already stood for it twenty years.

The program enunciated by Secretary Emmett J. Scott at Saint Louis in the 20th Annual Session of the League is a masterpiece of business economics. The only trouble with it is that Dr. Scott enunciated a program which brings into being a wonderful power, but he did not enunciate any plan for applying that power to the needs of the Negro business man. The reconstruction idea proposed to the League in writing at its last convention and hid in a "special committee" had to do with a means of application for this program of Dr. Scott's, and essayed to meet the present day demands on the League by a dissolution of the League in its present form into a stock corporation. The details of this plan were sent out by the former Special Assistant to the Secretary of the League to members of the Official Board and one or two other prominent persons. The managing editor of the Philadelphia American, one of Pennsylvania's most widely circulated journals, stated in a letter to the former Assistant Secretary, that he would review and criticise this plan through the columns of the American for the benefit of the public.

In Dr. Scott's Saint Louis program the National Negro Business League has in its hands one of the most effective assets any group of people could lay hold of. There are numerous men and women scattered all through the race who would go the limit in helping to put this program into action; but then there is the machine to consider. Our people are becoming too busy now to be disposed to enter into any movement that is going to take their precious time, if the leaders of that movement insist on wavering. What is the answer?

It appears that the answer would be the organization of a new League or an organization of some name to actually put across the program that the National Negro Business League is allowing to go to waste. There are two or three points in the program that can easily be handled by an institution like Method, and Method proposes to render the service represented by those two or three points.

How long will the progressive Negro stand by and see the business interest of the race retarded? How often do the business men of the race inflict their presence upon organizations composed of the professional men, such as the Medical Association or the Teachers' Association? How long will the business man stand for his own organization being run by school teachers? How long will the men who know what the League really ought to represent rest content with the National officers taking up all the time at the conventions, giving no appreciable time for the discussion of business subjects—the real object for which the League was first founded? Then, these same officers after monopolizing the program of the Convention will return home and not even the headquarters of the League itself can hear very much more from them until the next annual "frolic." At one session of the Philadelphia convention, out of a four-hour program, about twenty-five minutes were given to business men for the discussion of business subjects, the National officers taking up the rest of the time in nobody yet knows what.

Personally we are a League man and anywhere you see us you will find a League enthusiast, but—and right on that "but" hangs the suggestion that the progressive element of American Negro Manhood ought to organize itself into a body to carry on the work the League is neglecting. What's the matter with bringing into being "The American Chamber of Business" so that the Negro business man will have a clearing house of ideas and methods just like the Chamber of Commerce of the United States functioning for the white people?

Method will publish any constructive criticism of its stand on this subject.

HOUSING.

Housing seems to be as serious a situation now as during the World War; indeed in some of the larger cities it is even more serious. Poor housing conditions reflect in the efficiency of a man's work,

and most of the larger industrial institutions of the country have recognized this fact and have made provision to take care of its thousands of employes.

It is alarming to see how little concerted effort is made by Negroes to meet a similar situation among our own people. Of course, we have few great plants comparable to those concerns that are able to finance the erection of a whole town, but we do have real estate men by the score. In several of the larger cities a score or more of colored real estate men do business and they seem to be working away, each in his own way, to solve the housing problem. We wonder if the real estate men have ever thought of establishing a Real Estate Association? We wonder how many Local Negro Business Leagues, those local organizations corresponding in spirit to the chambers of commerce, have invited the real estate men to sit in on their meetings and handle this question for them. If the housing problem is to be solved, the real estate men must do it, despite the fact that a bill has been introduced in Congress to virtually convert the Postal Savings system into a Building and Loan Association; but, the real estate men can do it better as an organization than they can working individually. Building hotels won't do it. People want homes and not stopping places. Certainly we need hotels but the pressing need is living quarters for the average family.

Read in this issue the interesting and instructive article on this subject by Mr. Thos. J. Calloway, of Washington, a man who has made exhaustive study of the situation.

THE WOEFUL LACK OF BUSINESS COURTESY.

One thing war conditions have brought about is lack of courtesy. This is due largely to the fact that no business is suffering for the want of patronage, and this period of inflated prosperity has begotten contempt on the part of too many merchants and others toward their one-time much sought customers. Go into most any store and notice the general lack of that deference accorded a would-be purchaser in pre-war days.

Now, this period of abnormal prosperity attributable to abnormal conditions in the supply market will not last always and when it is over the demand end of the game is also going to let down. Then the now haughty merchant who almost seemingly scorns in some instances his patrons, will be out again gunning for elusive profits that come into his till from the pockets of the people who give him his living. The public does not easily forget, even if P. T. Barnum was right about the people liking to be fooled, and the merchant who now makes a specialty of courtesy will be remembered when the slack season comes and he will have no trouble keeping the trade he had built up, while his less careful brother will be bemoaning the fact that his rent is due, his stock is slow moving and the receivers threatening to close him up, as he should be. Moral: "Don't bite the hand that feeds you."

THE DIVISION OF NEGRO ECONOMICS OF THE UNITED STATES DEPARTMENT OF LABOR.

Every Negro of thought has at some time given the work of Dr. Haynes of the Division of Negro Economics of the Department of Labor some consideration. Some have given it more than passing thought, and it is our firm conviction that every forward-looking Negro in the country should get behind this one proposition for this Congress and use his influence to have the work of this division perpetuated. We are going to write a letter to Senator Carter Glass and to our Congressman right away, and by the time this article is published the letters will be in the hands of these gentlemen. We hope also that as many of our friends who can will do likewise and not wait until the time for Congress to act upon this matter before taking it up with the powers who are to decide upon it.

The Associated Negro Press under a release of November 27th states:

"R. L. Mays, international president of the Railway Men's International E. I. A., has taken up with Senator Medill McCormick and Congressman Martin B. Madden the subject of having Congress provide for the continuation of the Bureau of Negro Economics in the Department of Labor.

Congressman Madden in a statement to Mr. Mays says: "This bureau and several others were

created as war measures for the better correlation of different groups of workers during the war period. It was thought by many that when the war ended there would be no need for their further continuance, but if the experience of those most directly affected leads them to believe that the work done during the war proved of such value as to justify its continuance as a peace-time activity, I see no reason why their judgment should not be given great weight and the question of legislation making it a useful arm of the government given early and favorable consideration."

In another release under the same date the same Associated Negro Press Service has this to say:

"Thousands of Negroes, who flocked North by trainloads during the summer, are returning South.

"Disappointed by failure to find the higher wages and better conditions about which employment agents glibly talked, their old employers say they are eagerly seeking to return to the work they left.

Country Negroes declare their higher pay was more than counter-balanced by increased living costs in industrial cities. City Negroes often found their wages in Northern cities did not equal their pay in Southern cities.

"Reports received by local employment bureaus show that 250,000 Negroes went North during June, July and August this year. There was considerable Negro migration almost from the start of the war.

"Tennessee, Arkansas, Mississippi, Georgia, Alabama and Kentucky were chiefly hit by the Negro migration, Mississippi showing an actual decrease in population.

"The supply of Negro labor in Mississippi is estimated to have been cut 50 per cent during the summer.

"According to R. C. Wells, of the Memphis employment Bureau, and railroad men, the migration of Negroes has now almost completely stopped, while the return movement is growing so heavy that, if it continues at its present rates, about 85 per cent of those who left will have returned before the end of the winter."

Further on in this article we are printing the Plans of The Department with reference to this work, the same having appeared in an article prepared by Dr. George E. Haynes, Director of the Division of Negro Economics, especially for the "Negro Labor Survey Edition" of the California Free Lance, a publication which has done as much in the interest of Negro Labor as any other journal in the race. Study the conditions as set out in the second release of the Associated Negro Press and then drift over to the program of the Division of Negro Economics, and then see if you don't think it is well nigh impossible for the Federal Government to handle this important phase of administration duties without some well organized division under the immediate direction of some specially trained Negro expert like Dr. Haynes. We draw no further conclusions here, but put the matter up to you straight, furnishing the facts and ask that you draw your own conclusions. After you draw your conclusions, get busy with your stenographer and dictate that letter to your congressman and senator before it passes out of your mind.

The work of the Division of Negro Economics was cut short when appropriations were exhausted and Congress failed to make any further provision for this important work. However, Dr. Haynes has been able to maintain a skeleton of his war-time efficiently organized field staff, and under untold handicap has been able to prove beyond a question that this work is all but indispensable to the general governmental welfare. By dropping this work when it did the government lost the services of some mighty good men. The State Supervisor of Virginia had built up 56 county Negro Workers' Advisory Committees and they were a compact, careful, painstaking group. The government lost the services of T. C. Erwin, state supervisor for Dr. Haynes Division in Virginia, one of eleven state divisions. It was the Government's loss but possibly the race's gain for Prof. Erwin since that time has helped organize and is now the president of what promises to be one of the most prosperous banks in Virginia.

The program of the Division of Negro Economics as furnished the California Free Lance Labor Survey Edition by the Director of Negro Economics is as follows:

1. *Surveys*—The department plans to continue keeping informed of migration and movements of negro labor and of its available supply, shortage or

demand in various localities, in order that both employers and wage-earners may be served.

2. *Investigations*—Negro conferences and meetings of various kinds wherein the state of mind of the negro people may be ascertained from a neighborhood and locality viewpoint will be the subject of information to the department.

3. *Publication and Publicity*—Publicity will be given to such facts and information as will be helpful to white employers, white workers and negro workers in creating good will and a spirit of co-operation. Local conferences of these groups, where the lead and consent of representative white citizens may be obtained, will be held and the free and frank discussion of local problems and conditions of labor will be had.

4. *Co-operation* — The department will seek gerater co-operation from white employers and white workers who are interested in improving the productive efficiency of negro workers and improving their relations to white employers and white workers. In this effort the department will welcome the aid of individual employers and of associations of employers, chambers of commerce, councils of national defense and organizations, agencies and boards, as well as local officials and local governmental agencies that may be interested.

The department recognizes in this negro work the local character of the problems between local employers and local employes and that the complete co-operation of all the interests involved is indispensable to any amicable adjustment of the delicate and difficult questions that are now confronting agriculture and industry where negroes are involved.

Conferences and co-operation with employers will be sought, looking to the training, housing, thrift, health, regularity, stability and recreation of negro workers as being the means through which greater efficiency may be attained by them, to the end that the growing demand for more efficient labor may be met by the use of negro workers in as many lines as possible.

5. *Advisory Service* — Advisory service of the division of negro economics to the several bureaus and divisions of the department in such ways as will help in the more effective recruiting, distribution and improvement of negro workers will be continued.

6. *Efficiency Campaigns*—The department plans to stimulate the co-operative negro workers' advisory committees to be of more practical value for increasing the productive power and efficiency of negro workers and improving their relations to white employers and white workers. To this end a variety of means is contemplated in the way of shop talks, pictures, cartoons and placards; public speeches and the presentation of printed matter to negro audiences; and a generally systematic educational campaign.

Present Scope of Negro Economics.

After the close of the past fiscal year Congress failed to provide any funds with which to finance the negro economics work in its full strength during the fiscal year. This lack of funds made necessary a closing up of the field offices in eleven states and curtailment of the administrative force at Washington.

The high regard for the work by the secretary of labor and his desire to continue it with whatever strength was possible is well evidenced by the following words of the secretary in a personal letter to the director of negro economics under date of July 12, 1919:

So important do I consider the information, advice and departmental aid furnished through your work as director of negro economics, a war service of the Department of Labor which I created in order to harmonize the labor relations of white workers, negro workers and white employers and thereby to promote the welfare of all wage-earners in the United Staets, that I hereby request you to continue the service.

PATRONIZE OUR ADVERTISERS

Dependability is the bulwark of modern business. METHOD is an exponent of modern business, and modern business men look for dependable mediums through which to sell dependable goods to dependable people.

The commodities offered in our advertising pages are dependable, and we recommend that you lend a partial ear to the messages of the houses offering them.

GETTING UNDER ROOF

By

THOS. J. CALLOWAY

(The author is possibly best remembered by his "Getting Under Roof" at the Jamestown Exposition—16,000 exhibits of 9,000 Negro exhibitors. Mr. Calloway has made an exhaustive study of housing conditions, having been engaged in a big way in the real estate business ever since the Exposition, and is located in Washington. We are fortunate in being able to give to our readers Mr. Calloway's views on this all important subject.—The Editor.)

The most urgent problem of the race is that of correct or improved housing. Just now all the cities and industrial centers have the same story of over-crowding and enormous rents to pay. The high wages are all for naught if the wage earner must pay it all out for a place in which to live and still, even after paying such prices, have a place that is not conducive to the most comfort. It is useless to recite statistics of the various cities to prove this statement, for it is the same and universal story in all centers. What then is the remedy? This is all that can interest us at this time.

Shall the remedy be to preach and urge all persons to leave the cities and go back to the spacious farms? Such advice will fall on deaf ears. The great majority of those who have left the farm for the city will not go back. They dread the isolation, the long days of hard, strenuous work, the uncertainty of harvests, the poor school facilities for their children, the absence of social life, etc. At whatever sacrifice or shortening of their ways by unhygenic living they will suffer all these rather than go back. Then, too, the cities need their labor and in these cities they can find the high attractive wages that purchase the wants of their lives, good schools and churches, lodges and social clubs. All this goes to show that the "back to the farm" slogan is a losing propaganda; at least till rural life is improved either by government activity or otherwise.

One remedy would be to build up apartments of many stories like those of New York City and continue to multiply them as fast as the city population demands. My multiplying apartments of eight to ten stories height provision can be made for a vast population in a small area. But is it wholesome to live under such congested conditions? Let any one who has made even a casual inspection of the congested section of New York City answer.

There is another solution for the city housing, and this seems to me to be the best. I would make suburban living available to the family of small income by providing it a lot and a cottage in the fresh air within a trolley ride of the city jobs. This plan calls for less investment than the plan to multiply apartments in the heart of the city, it offers private ownership to the family which is conducive to a higher standard of citizenship, it enables the thrifty family to have a garden, poultry, etc., and thus meet the cost of living in this way supplemental to their wages.

Will suburban living attract the family of small income? A few years ago some of us decided to try the experiment. We secured a tract of land on the trolley connecting Washington, D. C., and Baltimore, Md., and Annapolis, Md. Our tract is nearly 14 miles from the heart of Washington and about 7 miles from the line of the District of Columbia and Maryland, being located in Prince George's County, Maryland. We named our subdivision Lincoln, Maryland, after the martyred President. The building lots were made to average 50 feet wide by 150 feet deep so as to provide ample space for the garden, the flower beds, the chicken yard, the pig sty, fruit trees, etc. The separating streets were from 50 to 70 feet wide so as to assure plenty of air space and roominess between homes. We had some cool springs of splendid water and these springs were gathered into a reservoir specially constructed of concrete and hold fifty thousand gallons. Upon a high point we erected a ten thousand

gallon wooden tank and we provided a gasoline engine and pump with which to hoist the water into the tank. From the tank the water flows by gravity through a two-inch main into all the homes. With this water system all necessity of wells was removed and the opportunity for modern plumbing was made available. Most of the homes are so provided, so that there is little difference between the city convenience and those in Lincoln, Md. But the real question is, has Lincoln attracted many home-seekers from the city? If we are to be guided by the actual numbers who are living there the answer would not seem to be very decidedly pro. At this time there are less than fifty homes in Lincoln and Buena Vista, the latter being an outgrowth of our experiment. But the actual count does not show that we have not the real solution of the city housing problem. If we could finance the building of homes in such way that the city renter could move into a home on rent terms without so large a first payment it would be no difficulty in getting takers. We have had many times more applications for homes than we have been able to provide, for the reason that heretofore we have had to require a very substantial first cash payment which the city applicant has been unable to provide. Given sufficient building funds we would have a constant stream of immigrants. We are now engaged in constituting such a fund and we hope to demonstrate the solution to the financial as well as moral satisfaction of those engaged in the movement.

It may be asked, How does the life in Lincoln compare with that in the city in its moral and civic aspects?

In answer let me cite some illustrations. For some years, beginning shortly after the beginning of the colony, there has been maintained a Lincoln Citizens Association, membership in which attaches to each resident. This organization looks after the general interests of the community. It conducts an annual fair in which are shown choice specimens of chickens, pigs, garden and farm products, sewing, fancy work, canned articles, and for those pronounced the best prizes are awarded by disinterested judges. Some one is invited to deliver an address and music is usually provided. The effect of the fair is to stimulate garden and poultry raising, to stimulate a lively competition for prizes and to create a local interest in general progress. Another demonstration of the good work of the association has just been proven. The road leading from Lincoln to the state highway had to be abandoned because of a broken down bridge and certain lack of title. Another and shorter way had to be adopted, but there were certain engineering difficulties that made the new way very expensive. It was necessary to build some 400 feet through a marsh by hand labor. Without any appropriation to provide for this the men of the community volunteered to meet on two nights a week and by the use of artificial light carry on the work. In this way the work was completed in six months and a road that would have cost three or four thousand dollars to accomplish was done by volunteer labor by men who had public spirit enough to do this work after performing a day's work in their own jobs. One other illustration: The public school became too small. It was decided to have a larger and better building than the country could be expected to provide. A subscription list was started and some entertainments given so that some eighteen hundred dollars in cash and bonafide subscriptions has been raised. Other illustrations might be given in the care of the public park and in the erection of the church. I do not need to remind the reader that children and adults who live in such atmosphere must be more moral, more co-operative, more public spirited, more serious minded than the average citizen of the city who is surrounded with so many institutions promoted to commercialize his amusements and to entertain him to no serious purpose.

The Delsarte Film Corporation, a moving picture concern, has been organized in New York. As far as we can learn, this corporation intends having colored players in the leading role. The subject matter of the plays will be for the most part racial. —*The Promoter.*

The Sarco Realty Co. has commenced building a theater at the southeast corner of 137th Street and Seventh Avenue, New York.—*The Promoter.*

ADVERTISING--SCIENTIFIC AND PRATICAL

By F. GRANT GILMORE,
Advertising Expert, of Philadelphia, Pa.

(Mr. Gilmore is the author of that great Negro drama, "The Problem," one of the few mediums which have successfully disputed the claims of "The Birth of a Nation." The white as well as the colored press stands at a respectful distance before the pen of this rare talented business man. Mr. Gilmore is located in Philadelphia, from which place he conducts a national advertising agency. The Gilmore Co., of which he is president, is the accredited agent for the Advertising Department of METHOD.—The Editor.)

The success of individuals, firms, corporations or any institution through which the interest of the public is solicited requires originality in thought and originality in an expression of that thought. One can be an inventor, yet with all the knowledge of the mechanical construction of his particular discovery, remain unable to market his product. It is here the advertiser is called upon to give to the world that which ingenuity conceived.

Advertising is both a science and an art, improved by experience with a persistency to force your product on the markets of the world regardless of competition. Advertising in fact was designed to batter down competition and turn the wiles of the competitor into boosters for your own product. A writer has said "The pleasure was in pursuit and not in possession." The love of the game is the motive power behind the advertising man who sees in the object he is exploiting a service not only to the trade but to humanity.

To rise to fame along commercial lines various methods are adopted to prosecute the motive of the individual. A man starts in business. If he has capital he must in an economical way so apply his judgment that the money invested will receive the proper impetus to give life to his enterprise. Originality, personality and persistency are brought forward to add vigor to this new life of commercial activity. In commercial circles we find divers cases. A man has risen to wealth and power. He trains his sons to follow in his wake. The father dies and the son becomes the head of affairs. Although the son knew the scientific end of the business he lacked the one potent force that was the secret of his father's success. The father spent thousands a year advertising his business. At his death the son believed he could "cut expenses" as the firm was well known; so the son gives orders to stop publicity, taking from the business the life that was the source of the firm' ssuccess.

Publicity awakens the curious. Once aroused, investigation is in order. I have something. You

think you need it. I picture the great good and service I can be to you. You see; you read; you buy. The quality may be good or bad, nevertheless you have my goods and I have your money, and the cycle of trade is completed.

There are several forms of advertising, promiscuous, scientific, conservative, tactful originality, practical. Promiscuous advertising for example—a man tells of his product on a small bill or sheet; he employs men to distribute the same all over the city,

they are thrown in the gutter where they are not read; they lack the influence to attract hence are useless. Conservative advertising—When an article has demonstrated its value to the public the promoter needs only to keep alive the existence of the product as for example, the Ford car, the Kodak, the telephone. Scientific Advertising—That which is displayed to the person needing the article. A firm manufactures cork limbs. Although any one may need the service of the firm or manufacturer, yet you find most of his advertising in medical journals. The ad attracts the surgeon and he does the rest. Tactful originality—The New Product—The advertiser must first find the market for an article which is unknown, plunging with reckless abandon upon competitors using new thought, original display, courting criticisms never abandoning his motive—putting the thing "over." Once established, success is assured. He then adopts practical methods. Practical advertising is using only the mediums needed to keep alive the interest and cutting the expense of the initial drive.

All branches of human activity must advertise. We find schools of learning, universities and colleges, advertising; modern religion finds that the more publicity it uses, the more the public becomes interested in its cause. Along all lines of civic, social, financial, in fact in all lines of endeavor, results obtained only through this particular channel. It only remains to improve the science of advertising that the application will fit the interest in which we are directly concerned. It is largely through this modern science that we will succeed as individuals, a race and a nation.

FARMING AMONG OUR PEOPLE IN THE SOUTH

By

R. W. WESTBURY,

President, National Negro Farmers' Association.

Just at this time the farmers of the South, especially the Negro farmer, are facing what appears to be a desperate situation. Most of these are what is generally termed the one-crop farmer, in many instances the share-cropper; and now the price of cotton has fallen so far below their expectations the Negro farmer finds himself in rather bad condition.

During the war, under the direction of the Food Administration, more atention was paid to foodstuffs and greater economy practiced. Enough food was raised for home consumption and some to spare, but the high price of cotton for the past few years has induced the farmer to plunge largely into debt, neglect the food crops and practice extravagance. Many now find themselves unable to meet their demands. The cotton must be sold at a sacrifice, causing much loss and many privations.

We believe that the Negro is especially adapted to the South and to farming and when properly taught and educated in the business ethics as well as the scientific methods of farming he is a grand success.

We have living examples in our own state (South Carolina) of his ability to acquire wealth and success as a farmer. The greatest need of the Negro farmer in the South is more education and protection from those who would take advantage of his ignorance and trustfulness to induce him to spend his earnings extravagantly.

Jefferson City, Mo., Nov. 30.—The State Board of Agriculture has received information that corn is selling as low as 40 cents a bushel in localities not accessible to markets. Any considerable distance from a railroad, the usual price is now 50 cents per bushel. Corn has not been so low in years. Two reasons are ascribed for existing conditions. One is the large crop and another is the fact that farmers have largely ceased feeding for the market.

Persons from Wichita, Kans., who were here today, say that corn is selling in that State as low as 35 cents per bushel some distance from a good market.—*St. Louis Argus.*

INSURANCE--A VOCATION

BY GEORGE W. BLOUNT.

The following article has been published and distributed as a hand-poster by Mr. Blount, but it carries such an optimistic insurance message to the man in the field that METHOD is glad to publish it again for the benefit of Negro insurance generally.—The Editor.

Fundamentally the purpose of life insurance is to provide protection against all financial loss which may be caused by sickness, accident, disability, old age, or death. It cultivates and encourages systematically the habits of thrift and economy. It provides the safest and most profitable form of saving and investment for the average person.

Insurance is recognized as a necessity and it is daily increasing in volume. As long as there is a demand for insurance, there will be a need for the efficient man who is willing to render useful service to the insuring public and insurance business.

With life insurance as your vocation, you have the opportunity of rendering to mankind a most useful and valuable service, a quality of service equal in value to that being rendered by those representing any other vocation, profession or business.

To write insurance so that it will remain permanently on the books of your company, it requires careful preparation, regular and systematic study with earnest thought in your daily task. Be loyal to your company and its officers. Be an enthusiastic promoter and teacher of life insurance and its benefits. Help build and represent a financially sound, efficiently and progressively managed, modern company.

Your personal success will take care of itself if you put the interest of your company, its policyholders and prospects first and yourself afterwards. "He who serves best will profit most."

METHOD GETS A "SEND ALONG"

CONGRATULATORY REMARKS FROM DR. EMMETT J. SCOTT,

Secretary National Negro Business League.

(Dr. Scott needs no introduction to the public. His twenty years of racial service at Tuskegee and his practical program for the National Negro Business League are known from the Gulf to Canada and from Coast to Coast. Dr. Scott is one of the younger Negro men of vision, and we might add "pep."—The Editor.)

"In contributing a few words to the initial issue of Method, The Magazine of Negro Business, a monthly to be published and edited by Frank Howard Hallion, lately associated with me as Special Assistant at the Headquarters of the National Negro Business League at Washington, D. C., I wish to say: Mr. Hallion attracted my attention more than a year ago by his energetic effort to put the Richmond Negro Business League 'on the map.' It was these efforts which led to my requesting him to join us in Washington as executive assistant at our national headquarters. His keen interest in the cause of the League and his sympathy with the program submitted by me at the Saint Louis Session of the National Organization, have been of the greatest possible help to us in our efforts, along with the other officers of the League, to make it a living, vital force in the business life of our racial group.

"Under the direction of the devoted band of workers at the helm of the National Organization, I feel quite sure that if we may have the sympathetic co-operation of business men in all parts of the country, we shall make our National Organization a potential force in the commercial life of America.

"It gives me great pleasure, therefore, in this more or less informal way, to congratulate Mr. Hallion upon this individual effort of his in behalf of Negro business. He has my warmest congratulations and best wishes."

AN UNLIMITED FIELD OF OPERATION AND AN UNBOUNDED OPPORTUNITY FOR SERVICE

By THE EDITOR

In reply to a letter sent out from Method to newspapers and other journals of the race, seeking advice and opinion, we have received some very helpful suggestions and some interesting opinions which we feel our readers would like to hear. We haven't the space to print every communication received but give here extracts from the offices of some of our friends and admirers. We print here the opinions and keep the advice part for ourselves.

From away out in Frisco J. E. Wysinger, of the Western Outlook, sends this message in his letter to the editor: "As the field is a virgin one, much may be accomplished in giving our business men advice and arousing a community of interest that will be helpful to the race as a whole; and as your name implies, more *Method* in the conduct of business enterprises." He closes by saying, "With these few lines we hope you may realize your fondest hopes and become in fact the 'Exponent of Progress.' "

Rev. K. W. McMillan, of the Inquirer Publishing Company down in the Lone Star State, writes: "We are indeed glad to know of the appearance of such a magazine as yours among us, and congratulate you upon the step you have taken. We believe that you can do wonderful things." We believe so, too, Rev. McMillen, and are glad to see that somebody else does also.

John H. Rives, editor of the Dayton Forum, after congratulatory remarks, states: "You will be of great service to the race if you can through "Method" lead our business men into a modern system of conducting business." We are going to let the business men lead themselves, Mr. Rives, by telling each other every month through "Method" just how they are conducting their particular business. Kind of a hard thing to try to do so too much "leading."

Up from where you get your furniture Geo. M. Smith, managing editor of the Michigan State News, sends us these encouraging sentences: "I am very much interested in our group becoming more modern and more united in our business relations and believe that in our efforts to compete, one with another, we often lose valuable advantages through lack of corporation. If your proposed magazine will point a way to a bigger and better fraternity among Negro business men, you may count on us among your followers." Read the editorial on Christmas, Mr. Smith, and see if we are not trying to preach the gospel of a brotherly spirit among business men.

The Smoky City sends down this through Ira F. Lewis, managing editor of the Pittsburgh Courier: "We think that this magazine which you are putting out will fill a long felt want in the colored business field." We agree with Mr. Lewis that want has been "long felt," and we are trying to fill it.

Then come Wesley C. Peoples, the great Pacific Coast publisher, and offers us the service of news releases distributed weekly by his various newspapers. He says: "Anything we can do for you in this neck of the woods, do not fail to call on us."

"Your proposition is a good one, for this reason: the destiny of the Negro depends upon colored literature just as long as you give them good clean, truthful facts," writes Elijah Stricklin, Jr., from the office of The Advocate, Wilmington, Del. With some good, sound advice bearing on journalism in general Mr. Stricklin closes wishing us unbounded success. We shall try our best, Mr. Stricklin, to make our matter truthful, good and clean.

H. T. Bowman, manager of the Citizen Publishing Co., strikes close home when he states: "I believe that such an enterprise should succeed especially if it takes the place of an information bulletin, giving progressive real news of opportunities to engage in live Negro propositions." That is part of the service of Method, Mr. Bowman, and we are asking the business men all over the country to cooperate with us in our effert to give publicity to Negro business opportunities.

W. P. Bayless, manager, sends us the opinion from the office of The Competitor at Pittsburgh, that "The time is, indeed, ripe for just such publication as you contemplate publishing and we feel certain that it will receive the loyal support of our people everywhere." A most encouraging message, and we shall ever do our best to merit the support of the business group of our people.

With such complimentary and encouraging, helpful and boosting remarks from all over everywhere, even if we felt like turning back, the impetus given us by the public and our fellow-journalist would strengthen our determination to go forward. No enterprise, we believe, has ever been started that had any larger portion of the moral support of those engaged in similar activity. For this we are truly grateful, and we ask that the public co-operate with us in our campaign of business service, that we may help lighten the burden of the Negro business man.

OUR COVER DESIGN

Mr. George H. Ben Johnson, artist and cartoonist, of Richmond, Va., has been engaged and is now working on a design for our cover. This is to be a permanent, decorative and artistic design, the center of the bottom panel to be left blank for insertions of such mater as we see fit each month to print, just as the current number has an extract from the speech of Mr. Walker.

George H. Ben Johnson is well known through his cartoons which appeared in the Richmond Planet for a long time, two of which were copied by the Literary Digest. We feel free in asking the public to watch for this, another specimen of the unusual work of a Negro; and we feel confident you will be pleased. Method will spare no pains nor any part of its income to constantly watch for opportunities for making a better journal and building a better service for the business man.

J. S. HUGHSON, CASHIER OF WINSTON-SALEM BANK

The Citizens Bank and Trust Co., of Winston-Salem, N. C., will open for business December 9th with Mr. J. S. Hughson, at present general ledger bookkeeper and auditor of the Tidewater Bank & Trust Co., as cashier. Mr. Hughson is a Howard man and taught languages at the Booker T. Washington High School, Norfolk, Va., before entering the banking business. His training and experience, both theoretical and practical, in banking acquired at the Mutual Savings Bank, Portsmouth, Va., and the Tidewater Bank & Trust Co., under the capable supervision of Mr. J. S. Jones, as cashier and secretary-treasurer, respectively, makes him preeminently fitted for his new duties and responsibilities. Mr. Jones will accompany the new cashier to Winston-Salem, open the books for the bank and remain long enough to assist in training the second man. The Citizens Bank & Trust Co. marks the seventh Negro bank opened by reason of the inspiration, information and assistance rendered by the Tidewater Bank & Trust Co. since it opened for business June 9, 1919. The officers of the new bank will be: Dr. J. W. Jones, president; G. W. Hawkins, vice-president; J. S. Hughson, cashier, and John A. Blume, assistant cashier.—*Norfolk Journal.*

A HINT FROM NATIONAL DEFENDER AND SUN

Ten thousand lines of space are to be used in the Baltimore (Md.) newspapers by the Board of Estimate in an effort to win the people over to permit the board to borrow $51,000,000.

Here is a concrete example of sensible government advertising. The city has appropriated 30,000 to advertise to its residents facts, as the authorities see them, in support of the bond issue.

Washington, Nov. 17.—The incorporation of the Prudential Bank, a commercial and savings institution with a capitalization of $100,000, and the incorporation of the Standard Investment and Development Company for $150,000 gave the Negroes in the District of Columbia a total of nineteen recently organized corporations with an aggregate capitalization of $2,880,000.

Included in this list is a hotel and apartment house proposition, two banks, a broom factory, two buliding and loan associations, a farming and merchandise company, a housing corporation, a life insurance company, a theater corporation, a commercial company owning valuable property, an investment and development company that recently purchased eight stores for $120,000 in the busiest part of the uptown section, a suburban pleasure park association, a motion picture corporation, several realty corporations, whose recent purchases of large and centrally located apartment houses have greatly relieved the housing situation among our group, and several co-operative organizations that are conservatively from the sale of stock to members of the race.—CHAS. E. HALL, in *The Negro World.*

CLASSIFIED SECTION

BUSINESS OPPORTUNITIES

POSITIONS OPEN **EMPLOYES AVAILABLE**

RATES FOR THESE COLUMNS, 25 cents per line in advance. Minimum charge, $1.00.

If you are ambitious and want to earn from 35 to 75 dollars a week, in work that will take you among the most progressive business people, write to **Melwin Finance Corporation,** 514 N. Second St., Richmond, Va.

WANTED—5,000 Subscribers for METHOD in 30 days. Will you be one.

Practically Every Business Man of the race will see this space. What have you to say to them.

AGENTS make good selling METHOD, The Magazine of Negro Business.

When Considering Investment Securities consult us first. No charge for advice. **Melwin Finance Corporation,** 514 N. Second St., Richmond, Va.

Pelton was once poor. Now he is rich. He did it advertising. For you own problem try METHOD'S classified section.

10 First Class Salesmen Wanted at once. Full time proposition. Apply in person or own handwriting. **Melwin Finance Corporation,** 514 N. Second St., Richmond, Va.

SELECT LIST OF BOOKS: The Haitian Revolution, Price, $1.50; The Negro Faces America, Price $1.75; Dark Water, by DuBois, Price $2.00; The Aims and Method of a Liberal Education (Addresses by Edward Willmot Blyden), Price 50 cts. Agents wanted. Write to **Young's Book Exchange,** 135 West 135th Street, New York.

WANTED Live Agents at once, to sell Dudley's Famous Auto Polish for furniture, pianos, church pews, hardwood floors and hundreds of other things that have a varnished surface. Makes them look like new. Agents can make $50.00 to $75.00 per week selling Dudley's Polish to furniture dealers, drug stores, hardware stores, churches, housekeepers, automobile stores, paint stores and grocerystores. Special Offer: For 90 days we will ship to all new agents $10.00 worth of Dudley's Polish for $5.00. Take advantage of this special offer at once. **Dudley & Porter Manufacturing Co.,** 916 S. Main St., Muskogee, Okla.

THE NEXT ISSUE

P. B. Young, journalist, banker and publisher, in the next issue will tell through a letter to the editor what he thinks Negro business most needs. C. C. Spaulding, of insurance fame, will also state his views on the same subject. Mr. Spaulding ought to know, for he is a pioneer in possibly the Negro's greatest business branch—insurance. George W. Blount's "Creed of a Negro Salesman" will also appear, and Dr. W. S. Woodson, Grand Worthy Master of the True Reformers, will tell of "The Rise and Progress—The Failure and the Coming Back" of the Reformers order. The editorials will have the usual punch. Don't fail to follow the editor in his discourse on The New Year. Other feature articles will round out another "knock-out" issue.

Fathers, let your son enter a pleasant and profitable business for himself. By handling METHOD he will come in contact with the business men and women of the community, getting business atmosphere as well as learning further the lessons of self-reliance which you have been teaching him at home. Keep pace with the business spirit of the race by constantly reading METHOD, The Magazine of Negro Business. In order not to miss a single copy, send in your subscription at once.

Another modern and up-to-date bakery, known as the Universal Negro Baking Co., recently opened at 2488 Seventh Avenue, between 144th and 145th Streets. We beg of our readers to give this new corporation all the patronage possible. Let the "Race First" idea actuate your purchasings.—*The Negro World.*

Dr. JULIA P. H. COLEMAN, Pres.
THE HAIR-VIM CHEMICAL COMPANY
Washington, D. C.

Will have an important announcement to the business women of the race, in this space next issue. Watch for it.

Take Your Meals at the
IDEAL LUNCH ROOM
The Dining Room Beautiful
W. B. WADE, Proprietor
1927 - 14th Street, N. W. **Washington, D. C.**

If you want service and quality when in Washington
TAKE YOUR MEALS AT
Washington's Cafe
11th and You Streets, N. W.
Open all day *And all night.*

. Church Street Lunch .
JOHN MOORE, Proprietor.
Meals Served at All Hours.
1464 Church St., N. W. **Washington, D. C.**

∴ E. L. CRUMMIE ∴
COMMERCIAL ARTIST.
SHOW CARD WRITER
MAIL ORDERS.
1359 You Street, N. W., **Washington, D. C.**

OSCAR QUIVERS
Leading Colored Optician in Washington.
All Styles and Makes of Frames and Glasses.
CONSULT ME ALONG ALL LINES.
928 You Street, N. W.

FOR SALE
FINE WATER COLORS AND OIL PAINTINGS
THE WORK OF
Mr. S. O. COLLINS, The Artist,
PRICES REASONABLE.
Studio: 1816 12th St. N. W., Washington, D. C.

45,000 READERS WEEKLY
"THE TATLER"
FRED R. BYRD, Editor.
A Snappy Journal of Society
EDITORIAL OFFICES:
The Tatler Building, 1924 13th Street, N. W.
WASHINGTON, D. C.
Phone, North 4499
"If you don't read the Tatler, you don't know what's going on."

A Great Investment Opportunity—Buy Stock in the
Savannah Motion Picture Corporation
($100,000 CORPORATION)
A Corporation of Negroes
CATERING EXCLUSIVELY TO NEGRO TRADE

THE THEATRE.
Stock now on sale, $10.00 per share, Cash or Installment plan. Positively a Safe Investment.
BUY STOCK NOW AND GET IN ON THE GROUND FLOOR.
Send for circulars and application blanks. G. H. Bowen, General Agent, 523 W. Broad St., Savanah, Ga.

SECURITIES

In offering a Security to the Public

THE

MELWIN FINANCE CORPORATION

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Has very low electric, gas and water rates.

Has forty-two public schools, and 34,444 scholars, and many private and parochial schools.

Has the largest book publishing house, and the largest lithographing establishment in the south.

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THE RICHMOND NEGRO BUSINESS LEAGUE
514 N. Second Street,
RICHMOND, VIRGINIA.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

100,000

Survey +

326

22 December 20

Special

Dear Mr Gompers: Dove

Glad write personal letter, after I have talked with you on this.

W

211 Camp Street 12/13/20

MORGAN D. E. HITE
ARCHITECT

Chairman Negro Survey Committee
Association of Commerce

NEW ORLEANS

December 16, 1920.

Mr. Morgan D. E. Hite,
Chairman, Negro Survey Committee,
211 Camp Street,
New Orleans, La.

My dear Sir:

Following Dr. Haynes' letter to you, yesterday, I am forwarding today a portion of the material promised you. The departmental bulletin - "The Negro at work during the World War and Reconstruction Period", now on the Government presses, probably contains an account of such experiences as will be of help to you. We shall be pleased to see that an advance copy of this bulletin is sent to you as soon as available.

Yours very truly,

Assistant Director Negro Economics.

Delta Rho Forensic Society

LINCOLN UNIVERSITY, PA.

PRESIDENT, E. W. RHODES

SECRETARY-TREASURER, M. W. BOYD

January 7, 1921.

Mr. George Haynes,
1761 T Street N.W.
Washington, D.C.

My dear Mr. Haynes,- In view of preparation that our debating Society is making for a debate with the Douglas Center Club of New York, on the the question of Socialism as a Solution to the Negro Problem, I wish that you would favor me with any personal opinions, phamplets or references in regard to the subject.

We define Socialism as an Industrial Democracy, through the instrumentality of the State; i.e., the ownership and control of all the means of production and distribution of life's necessities by the people, through the State.

Thanking you for an early reply,

I am,

Very truly

J. Newton Hill.

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JACKSON DAVIS,
Richmond, Va.
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Dallas, Texas
CLARK HOWELL,
Atlanta, Ga.

Southern Publicity Committee

FOR MAKING KNOWN THE CONSTRUCTIVE ASPECTS
OF RACE RELATIONS IN THE SOUTH

MRS. JOHN D. HAMMOND
Secretary
BOX 11, BURKEVILLE, VA.

COMMITTEE

THOMAS JESSE JONES,
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ARTHUR B. KROCK,
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Austin, Texas
W. D. WEATHERFORD,
Nashville, Tenn.
MRS. W. C. WINSBOROUGH,
St. Louis, Mo.

Box 462, Islip, N.Y.
1/11/1921

RECEIVED
DEPARTMENT OF LABOR
JAN 1 1921
Director of Negro Economics

Dr. George Haynes,
Washington, D.C.

Dear Dr. Haynes:

I enclose a copy of my third annual report to the members of my Committee, which I think you and Mrs. Haynes may be interested in seeing. I'd be very glad, if you have any personal knowledge of the work being useful in any way, if you would tell me.

I would be glad, too, to have your exact Washington address. I suppose you must be gone from the Inter-church; so I am trying to reach you through the Department of Labor. I hope very much that the new Congress will have "grace and gumption" enough to put your work in the Dept. of Labor on a permanent and adequate basis.

With regards to Mrs. Haynes, I am

Sincerely,

Mrs. J. D. L. H. Hammond

R
1/13/20

TO THE MEMBERS OF THE SOUTHERN PUBLICITY COMMITTEE:

At the close of its third year of work, the releases of this Committee are mailed as follows:

To: Southern daily papers	116
" county weeklies	505
" religious papers	66
Negro papers, mostly Southern	61
Northern white papers and mission boards	45
Presidents of Southern white colleges	240
" " " colored schools	213
College Y.M. and Y.W.C.A.'s (both races)	234
Individuals (see below)	572
Total	2052

I do not know how much the papers use them. Mr. Aery, the publicity agent for Hampton Institute, told me I could get no accurate idea from employing a clipping bureau, as none of them cover the territory concerned in a way to give fairly correct results. The little I know I learn personally and often by chance. The editor of the Atlanta Constitution, for instance, told me some months ago that he rarely used the material in his daily edition, though sometimes he has based an editorial on the facts of some release; but he said he used it "considerably" in his tri-weekly edition, which has a country circulation of nearly 150,000. The editor of Manufacturers Record wrote me last summer that while he did not print the releases, he read them all; and that they had "broadened his thought" of the Negro, and so had influenced much that he had written on the economic aspects of Southern life. I have happened across several clippings from white papers in the last year which were evidently based on our releases; but I do not know how frequently this is done.

Several Negro editors have put me on their exchange list; but some of these have dropped me since the paper shortage became serious. Of the papers I see nearly all make some use of the material. Mr. Aery, who travels a great deal, told me last August that he finds the Negroes aware of our work everywhere he goes, and very appreciative of it. He thinks it an influence for good among them.

I have never expected much use of the releases by county weeklies. I made this list because the men who write nearly everything that our more ignorant and prejudiced people read, need to have their own thoughts broadened; and they are sure to read anything they get hold of about the Negro. However, Dr. Alexander, Director of the work of the Inter-Racial movement, told me not long ago that many of the county inter-racial committees were at work on these editors to get them to print constructive facts; and he thought a larger use of our material would result.

The religious weeklies make, apparently, considerable use of the material. The missionary publications of the Southern Baptists and the Southern Methodist, both with circulations well over 40,000, use it quite freely. Dr. Hailey, the Baptists' secretary for colored work, tells me he uses it in his public speeches, made in white Baptist churches all over the South, and in white and colored Baptist schools. The Southern Methodist

women's missionary organization makes considerable use of it in their department of publicity, often changing the form of it to suit their own needs. Their monthly bulletins go to between 4,000 and 5,000 local auxiliaries, with a membership of over 200,000. Their publicity agents in the various conferences also get some of it occasionally into local newspapers.

A number of letters indicate its growing use in colleges. The president of the state university of Missouri writes that he regularly turns his releases over to the head of the department of sociology with a request to make use of them in his classes. College presidents in Virginia, the Carolinas, Ala bama, Mississippi, Tennessee, Arkansas, and other states, have told me personally that they speak of the facts to their students, or put the releases on the bulletin boards; and that they have frequently used the material in public addresses through their states.

Several Northern missionary boards have asked for the material, since "The Negro problem" has spread to the North, and use it in their publications and in addresses. Three or four times this fall I have seen our articles in Southern papers credited to these Northern sources.

I have recently been told at national Y.W.C.A. headquarters that our material is made use of in that organization, especially in college work. The colored secretaries write me they find it especially useful.

The head of the Inter-Racial Committee work in Mississippi writes me they use our material throughout the state, in schools, and in county inter-racial work. The main use is in talks a nd addresses. The Florida state secretary also told me he found it similarly useful, and the secretary for Kentucky, who also makes use of it, wrote not long ago, asking me to send it also to the colored state secretary, whose name I had not obtained, saying he would use it widely among the Negroes.

The Florida state agent for Negro rural schools recently wrote that he finds the releases most useful, and suggesting that I send them to all similar officials in other states - which I have done all along. Others of them, like Mr. Newbold of North Carolina and Mr. Favrot of Louisiana, have expressed similar appreciation.

The South ~~Atlantic~~ Division of the Red Cross asked for our material a few weeks aago, their publicity agent having seen some of it at Anti-Tuberculosis headquarters in Atlanta. I found the Red Cross is pushing health work among Negroes throughout the South, and is also making an effort to interest whites in local conditions among Negroes. Many meetings are held in places where there is little knowledge of social work; and for these gatherings speeches and facts are prepared at headquarters. Our releases were wanted to furnish material to put before these backward communities in regard to the Negro. They will be used, I was assured, in hundreds of such places throughout the Southern states. This is, to me, perhaps the most encouraging fact in the development of our work this year.

Most of the names on the large personal list are of white or colored church or social workers, centres of groups, large or small, who make use of our material in their group meetings; the president of a Presbyterian missionary society in Covington, Tenn.; a church and club leader in Augusta, Ga.; another in Mississippi; the head of a big girls' club in Birmingham; a colored probation officer in the same town who is a member of a large colored club; a Jeanes worker in Florida who uses it in her county; white missionary officials of all denominations, members and officers of women's clubs who have especial interest in the subject, etc.

Within the year I have added the names of a large number of men who are proving their interest in racial problems. These include the 100 or more Louisiana men who called the state-wide conference on the Negro last June - bankers, lawyers, planters, editors, merchants, officials of chambers of commerce, Rotary Clubs, etc; the growing number of men who are co-operating in the Inter-Racial movement: ministers who are openly standing for justice: college professors who have taken an active part in interesting their students; and the like. All these people are doing some speaking on these questions; they are interested, and will read what they receive, and are pretty sure to give it out to the groups they touch.

I am also adding those names not yet on the list of the 100 or more women who attended the remarkable meeting in Memphis this fall held under the auspices of the Inter-Racial Movement. Every one of those women is in close touch with some group - most of them large groups - with which they are in continual communication; and they are thoroughly in earnest.

This development of publicity through personal contacts is the main feature of the year's work. It seems to me publicity of an ideal kind, especially considering the mental attitude of our Southern people. I intend to carry this development to the last limit of our appropriation this coming year. My only regret is that that limit is already so nearly reached.

I have received more requests for our material in the last six months than in the rest of the time of its issuance put together. The work is a leavening process, slow, hidden, and hard to measure; but unquestionably the leaven is at work.

(Signed) Mrs. John D. Hammond

Secretary, Southern Publicity Committee.

January 13, 1921.

Mr. J. Newton Hill,
Delta Rho Forensic Society,
Lincoln University, Pa.

Dear Mr. Hill:

Responding to your letter of January 7 about Socialism, there is a little book published by Cross entitled "Essentials of Socialism" which contains not only brief statements of various phases of the methods but also complete references. If in any other way I can serve you, please call upon me.

Yours very truly,

Director of Negro Economics.

H/MLC

January 13, 1923.

Mrs. J.D. Hammond, Secretary,
Southern Publicity Committee,
Box 11, Burkeville, Va.

Dear Mrs. Hammond:

Your committee report on work of your Publicity Committee has been read with a great deal of interest. I wish to assure you that both officially and personally I have found your releases of value. Some of the material I have used in public addresses, some of it I have clipped to file for future reference.

If I may venture to mention it, it has occurred to me that a circular letter with two or three questions to the individuals to whom your releases have been sent asking them to what use they put the releases might be very helpful to you and enable you to enlarge the services if they would tell you how they may be made more useful to them. You have probably done something of the kind already. In that case, I ask indulgence for mentioning it to you. I am sure that everything that creates more good will will help all the great body of Negro wage-earners under white employers and in their relations to white workers.

Yours very truly,

Director of Negro Economics.

H/MLC

HOME ADDRESS:
1761 Tea Street, N.W.

COMMITTEE

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Southern Publicity Committee

FOR MAKING KNOWN THE CONSTRUCTIVE ASPECTS OF RACE RELATIONS IN THE SOUTH

MRS. JOHN D. HAMMOND
Secretary
BOX 11, BURKEVILLE, VA.

1/19/1921

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Nashville, Tenn.
MRS. W. C. WINSBOROUGH,
St. Louis, Mo.

R Gest 1/24/21

Noted Gest 1/20/21

Dr. George E. Haynes,
Washington, D.C.

Dear Dr. Haynes:

Thank you very much for your letter and its suggestion. I have never sent out any general inquiry such as you speak of, but I have written to a large number of people individually, and have talked to a number of newspaper men. I have profited by their suggestions. And I'd especially appreciate it if you will tell me, now or at any other time, of anything which you think would make the service better. I have to keep in mind, however, that the person for whom it is primarily intended is the prejudiced Southern white. The only way to get under his prejudices and dig them loose is to convince him that other white Southerners do and think thus and so regarding the Negro and believe their policies beneficial; and I have to put everything in a way that will at least not antagonize him and set him against such things. It isn't like writing with a free hand at all. It is writing for a definite purpose under the most severe and sometimes embarrassing limitations. I never felt this in such a (to me) irritating way as in reporting the women's meeting at Memphis; but that will show you what I mean. The colored women who spoke there made that meeting. In the brief article I could send out it was necessary to give the names of the members of the Continuation Committee, for the effect they would have on the class of white people I am after; and I wasn't going to refer to the colored women without giving their names, when I had to give those of the white women. But if I spoke of them as "Mrs." - and I certainly could not speak of them in any other way, in justice, decency or truth - I would bar my notice from every one of the hundreds of papers I was sending it to. I thought about it a good while; and I finally decided that the right thing for me to do was to get over to the class of people I am trying to reach the fact that these Southern white women stood for the things they did stand for in that Findings report. So I had to cut out all mention of what was the greatest force in the conference except the spirit of Christ himself; and wait till I could in some later release mention the white women without giving their names, and speak of the colored women in the same way. - When I write an article for a magazine that is different. That is personal; I accept personal responsibility; and the publication, if it takes the article, has to put it in as I write it - except that so many of them won't use a capital for Negro, no matter what I say to them: they admit it is wrong, but they "have to conform to office rules". I was right pleased not long ago when an article of mine appeared in the National Chamber of Com-

Appreciate releases to special classes.

not to

merce Journal, to find that after telling me they were afraid they couldn't manage to change their rule in this this respect, they did use the capital after all. But that doesn't happen often.

- But I want to pass on to you a query just received from Texas. Rev. J. C Williams, D.D., president of Westminster College, Tehuacana, Texas, has written to ask me where he can find "a typical old-time Negro political speech, and a typical sermon." He doesn't mean "something by an educated Negro, but by an illiterate but eloquent Negro. Some great things have been produced," he adds, "and I want to find them." I couldn't help him out; but I wrote him about you, and told him I had passed his inquiry on to you; that you would know if there were any such speeches preserved; and that you would write him. But I told him all the great Negro speakers I knew of were educated men; and that I doubted if there were any records kept of great illiterate speakers, though I didn't doubt there were such speakers before the war. Can you help him in any way?

I'm going to send our releases hereafter to Mrs. Haynes, at the home address you have given me. I'd like for her to see them; and she can pass them on to you. Please remember me to her cordially.

- I was dreadfully disappointed in that Home Missions meeting. It was a farce, almost. I will certainly never again go to the trouble and expense of an over-night trip to New York for a meeting like that. If they had given the evening to the one subject, and had let you and Mrs. Johnson open the discussion with the time needed for both addresses, and followed that with general discussion, something constructive might have emerged. As it was - but there's no use saying what I think about it. Maybe they will learn better next time.

Sincerely,

(Mrs. J. H.)

J. H. Hammond

January 24, 1921.

Mrs. J.D. Hammond,
Box 11, Burkeville, Va.

Dear Mrs. Hammond:

I thank you so much for your good letter of January 19. I quite agree with you in your point of view in approach to get information across to Southern whites who most need it. Have you ever tried having special releases sent to special mailing lists and general releases sent to others?

With reference to the New York meeting the other night, it seems to me it would do a great deal of good for the next year if you would write to the Executive Secretary along the same line you spoke to me in your last paragraph. The address of Mrs. Johnson has affected me as few things I have read recently.

Yours very truly,

Director of Negro Economics.

H/MLC

W

COMMITTEE

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E. B. DORAN,
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Atlanta, Ga.

Southern Publicity Committee

FOR MAKING KNOWN THE CONSTRUCTIVE ASPECTS OF RACE RELATIONS IN THE SOUTH

MRS. JOHN D. HAMMOND
Secretary
BOX 11, BURKEVILLE, VA.

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Nashville, Tenn.
MRS. W. C. WINSBOROUGH,
St. Louis, Mo.

Islip, N.Y.
2/1/1921

noted
Gatt
2/5/21

Dr. George E. Haynes,
Washington, D.C.

Dear Dr. Haynes:

I appreciate your suggestion about the different releases for different classes of people. It may be possible, after awhile, to do something like that; and I looked forward to it quite hopefully at first. But I have never had an income for the work that made it possible. The sum at my disposal is small, and the work crowds it to the limit, as it is.

The more I think it over, however, the more doubtful I am of the wisdom of such a policy, even if I had the money for it. It would certainly become known, sooner or later, that we were sending a different kind of release to negro papers from those sent to white papers; and I believe that would arouse suspicion on both sides, and block the very thing I am trying to do. It seems best to go on with those who most need to be reached as my main objective - the prejudiced white people, who will at least listen to what other Southern white people are doing, even if they don't endorse it; and let the releases do what good they can among other classes. Some day the situation will be better; and then one may find other ways suit better.

With cordial appreciation, J. H. Hammond

DEPARTMENT OF COMMERCE

BUREAU OF THE CENSUS

WASHINGTON

Washington, D. C.,
March 2, 1921.

Dr. George E. Haynes,
Director, Negro Economics,
Department of Labor,
Washington, D. C.

Dear Mr. Haynes:

I have had your name placed on the mailing list of this bureau for copies of our Preliminary Announcements - Agriculture, 1920. These county press summaries show the number of colored and white farmers for the years 1910 and 1920, but the colored include Negroes, Indians, Chinese, Japanese and all other non-white.

The total number of Negro farm operators in each state will be indicated only on the State Summaries, copies of which you will receive. The same information for each of the 3067 counties will probably be available within a few weeks.

Very truly yours,

Charles E. Hall

R. Gait
3/3/21

CH/AL.

RECEIVED
DEPARTMENT OF LABOR
MAR 3 1921
Director of Negro Economics

March 3, 1921.

Mr. Charles E. Hall,
Department of Agriculture,
Bureau of the Census,
Washington, D.C.

Dear Mr. Hall:

I received the preliminary announcements of colored and white farmers for the years 1910 and 1920 issued by your division of the Bureau of the Census. I appreciate very much getting this information which will be of considerable advantage to us in dealing with these problems. If you have any summaries of the Southern States available I would appreciate getting these as early as possible.

I am hoping to see you soon for a conference about statistical work on Negro wage-earners and would also appreciate having a word from you about the bulletin just issued.

Yours very truly,

Director of Negro Economics.

R/MLC

W.

H. A. HUNT, PRINCIPAL

The Fort Valley High and Industrial School

Fort Valley, Georgia

INCORPORATED

For The Training of Colored Young Men and Women

REFERENCES:

RT. REV'D. H. J. MIKELL
627 W. PEACHTREE ST., ATLANTA, GA.
MR. GEO. FOSTER PEABODY
43 EXCHANGE PLACE, N. Y.
MR. THEODORE J. LEWIS
1218 CHESTNUT ST., PHILADELPHIA, PA.
JUDGE H. A. MATHEWS
FORT VALLEY, GA.

FORT VALLEY, GA.

March 4, 1921

RECEIVED
DEPARTMENT OF LABOR
MAR 7 1921
Director of Negro Economics

Noted
Glatt
3/7/21

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

My dear Dr. Haynes:-

Your letter of February 25th has been received and I shall be pleased to receive the certificate to which you referred from the Secretary of Labor. I shall be glad also to have a copy of "The Negro at Work during the World War and during Reconstruction".

My work with the Department of Labor gave me an opportunity to see and understand as I had not before the wide range of occupations in which Negroes are engaged and the very valuable service which they render. In my opinion Negro workers were made to appreciate as they had not appreciated the importance of the service which they are rendering and the necessity for keeping at their jobs steadily. In my opinion the activities of the Negro Workers Advisory Committee had marked influence for good upon Negro employees, being especially helpful in the matter of securing greater regularity and more faithful and efficient service as well. I believe also that the work of this committee has had good effect upon white workers and employers also. Each of these groups in my opinion by having the matter called to their attention definitely was made to recognize the value of the Negro as a worker in a way they had not before.

I am thoroughly convinced from what we were able to accomplish ~~through~~ during the ~~results~~ rush of war time activities that it would be a splendid thing not only for our people but for the common welfare

RECEIVED
DEPARTMENT OF LABOR
MAR 7 1921
Director of Negro Economics

of the country if the work could be continued. Not least among the benefits to be derived would be that of securing ~~some~~ more cordial relations between white and Negro workers.

With all good wishes,

Very sincerely yours,

H. A. Hunt

~~Principal.~~

HAH/W

March 7, 1921.

Mr. H. A. Hunt,
Principal, The Fort Valley High & Industrial School,
Fort Valley, Ga.

Dear Mr. Hunt:

Thank you for your good letter of March 4th. It would help greatly if you would write a similar letter directly to the new Secretary of Labor, Hon. James J. Davis. Some of the same points made in this letter would be good. The enclosed extract from recent hearings shows the policy that we would like to get made permanent.

There has been some misapprehension on the part of a few people that we were attempting to develope a separate or segregated bureau in the Department. May I ask, therefore, that you do not refer to this as a division or bureau, but only as the Negro Economics advisory service in the office of the Secretary of Labor.

Sincerely yours,

Director of Negro Economics.

h
p
Enclosure

619 Lake Street,
Madison, Wis.,
March 21, 1921.

George E. Haynes,
Director of Negro Economics,
Washington, D.C.

Dear Sir:

In yor letter of March 14 you stated that you were sending me a study on Negro Labor entitled "Negro Migration in 1916-17" and a study on Negro Labor entitled "The Negro during the World War and during Reconstruction". These topics must have been lost through the mail, for I have not received them as yet.

Should you have any material on the characteristics of Negro Labor or any material that will cover the subject very broadly I would appreciate very much if you would send the same to me.

I thank you for the trouble you are taking in sending me this material.

Very truly yours,

F. C. Hoyer

Frank C. Hoyer.

Noted
GEH
3/24/21
K. P. Rice

RECEIVED
DEPARTMENT OF LABOR
MAR 24 1921
Director of Negro Economics

Gammon Theological Seminary,

Atlanta ,Ga.

March,23rd,1921.

Dr. George E.Haynes,
Director of Negro Economics,
U.S.Department of Labor,
Washington,D.C.

RECEIVED
DEPARTMENT OF LABOR
MAR 28 1921
Director of Negro Economics

Dear Dr. Haynes:

I have been called to Gammon Theological Seminary as Director of Rural Economics,with special reference to the part the Negro Ministry can perform. It would be a great joy to me to establish a working relation with your office.

I have matters under consideration which should be presented to you in order to help improve the conditions of the country churches of the South.

These matters will be submitted promptly as soon as investigation is completed.

A community of Negro land owners about three hundred in number desires to secure assistance from the federal land loan Bank. Please give any suggestion you have for them to me,and the word will be passed along to the community at once. We have about seventy five young men in advance classes who are doing special work,and later will have one hundred Rural Pastors here for three weeks training.Please put me on your mailing list and when ever possible let me have a report or if possible enough reports to supply my classes. Any favors shown will be gratefully received.

Yours faithfully,

M. T. J. Howard

Director of Rural Economics

GEH
3/28/21

~~Daily Program~~ Things done by - Dr. Haynes - March 23, 1921.

---

1. Dictated answers to letters of the day.

2. Completed supplementary statement to memorandum of March 18 to the Secretary and Assistant Secretary on Negro Economics.

3. Follow-up work on Immigration exclusion case of Alfred De Lima, wife and three childres,- Assistant Secretary's office.

4. Interview, Hon. William H. Lewis of Boston, Mass.

5. Official visit and conference with his Excellency President C.B. King, now in the United States with the Mission on official business from his Government (at 1317 R Street, N.W.)

6. Conference with Dr. I. Garland Penn, Methodist Episcopal Church

7. Conference with Mr. Hugh Reid on Departmental matters.

8. Conference with J. W. Johnson of New York.

Noted
Ewalt
3/24/21

THINGS DONE - G.E. Haynes - March 24, 1921.

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1. Reading and dictating morning mail.

2. Dictated report on Negroes in basic industries in 1918-19 for Committee on Unskilled Labor and Americanization, U.S. Corporation of Training.

3. Completed memorandum to the Secretary and Assistant Secretary on Appropriation hearing, supplement to memorandum March 18, 1921.

4. Worked on courses of study for Negroes in industrial plants.

5. Dictated afternoon mail.

March 28, 1921.

Mr. H.T. J. Howard,
Director of Rural Economics,
Gamson Theological Seminary,
Atlanta, Georgia.

Dear Mr. Howard:

Your letter of March 23 is just received, shortly after notice from the Secretary that Negro Economics work would be abolished as of April 1. I regret very much, therefore, that you will be disappointed in being able to establish a work in relation to work in this office. I am as yet uncertain what my further relationships with the Department will be. You can write me at my residence, 1761 Tea Street, N.W., in case I am no longer with the Government. I shall be glad to get reports about your investigations.

If you will write to the Federal Farm Loan, Washington, D.C., they will give you full information about what your Negro farmers may do for assistance from the Federal Land Loan Bank.

Trusting to keep in touch with you and that I may be of further service, I remain

Yours sincerely,

Director, Negro Economics.

H/MLC

April 1, 1921.

Mr. F. C. Hoyer,
619 Lake Street,
Madison, Wis.

Dear Sir:

Please advise if you have not yet received bulletins referred to in Dr. Haynes' letter of March 14th, and your reply of March 21st. If same have not yet been received, through Government Printing Office, I shall be glad to send you additional copies.

Yours very truly,

Special Agent.

THE ARMENIA AMERICA SOCIETY

287 FOURTH AVENUE

NEW YORK

▼

We have been saving the Armenians; now we must save Armenia. America has fed and clothed thousands of *individual* Armenians; now the *nation* demands our aid. We have been giving charity; now we must demand justice, and demand it in such a way that justice will result for the people whom we have caused to look to us for all that they have.

The Armenia America Society has been founded **"To unite in co-operation the many friends of Armenia for the purpose of ascertaining the needs of Armenia, of bringing those needs before the American people and of securing the satisfaction of those needs through American assistance."** So long as the Near East Relief so splendidly meets the physical needs of the sufferers the Armenia America Society will concern itself chiefly with the political needs of Armenia, and in perfect harmony and *co-operation with the Near East Relief.* Three special needs make the strongest appeal just now:

The Armenians need help in defending themselves. With some assistance from the French and the British the Armenians had, in a measure, re-established themselves in their own homes. But

when the assistance was withdrawn they were obliged to defend themselves against tremendous odds. They are now fighting for their lives in their own trenches defending their own homes, and they call on America to aid them.

The Armenians need a fair solution of their boundary question. The forces that massacred the people are now claiming their territory. Europe seems ready to give back two-thirds of Armenia to the Turks as a compromise with the powerful forces of violence. Our President has been asked to settle the question and the American people must help him to settle it right.

Armenia needs protection as it establishes itself in its homeland again. Hundreds of thousands of exiles are eager to return but cannot till a restraining hand is laid by a mighty power on those who have seized their lands and homes. Uncounted thousands of captive women and children are yearning for release, but there is none to deliver. Our allies have counted on us to provide this strong hand of justice to give the new nation a chance. We must do it.

The Organizing Committee of this Society is composed of exceedingly busy men, but men who are ready to devote themselves to this tremendous task. The chairman is Mr. Walter George Smith, one of Philadelphia's most distinguished lawyers and a member of the first Near East Commission. Associated with him are Mr. Hamilton Holt, editor of *The Independent;* Mr. R. J. Caldwell, a noted cotton merchant and chairman of the Mid-European Association; Canon Robert Ellis Jones, of the Cathedral of St. John the Divine; Hon. William N. Runyon, ex-Governor of New Jersey; Dr. Charles S. Macfarland, secretary of the Federal Council of Churches, and Dr. Stanley White, of the Board of Foreign Missions of the Presbyterian Church. These gentlemen ask you to join them in uniting the sentiment of America to save Armenia.

The Society proposes to carry on a campaign of educating the public on the opportunity and responsibility before America in helping Armenia to justice and righteous government in liberty. It plans to urge directly upon the Department of State in Washington the need of action along the lines named. It also hopes to reach the Senators and Representatives directly and through their constituencies with the same plea.

Every American genuinely desirous of joining in such a united effort to save Armenia may become a member by applying to the temporary Secretary and Treasurer of the Society, Rev. Ernest W. Riggs, 287 Fourth Ave., New York City. Voluntary contributions are the only source of income for the Society, and those contributing five dollars or over will be considered as voting members.

If America has thus far failed to do her part it is because the individual men and women in America have failed to do their part. In union there is strength. Join the Armenia America Society. Every day that America delays action makes action more difficult. Join now.

ERNEST W. RIGGS,
Temporary Secretary and Treasurer.

D R A F T

Mr. John R. Hawkins
14 and Q Streets, N.W.
Washington.

My dear Mr. Hawkins:

I am leaving today for Chicago representing the Department of Labor because of the labor situation out there. I found my way into a meeting of the Investigating Committee here following the riot situation and was very much pleased to see the business-like way in which the gentlemen were going at the matter. I had hoped to be here to attend the next meeting but am called away on account of critical situation at Chicago. I am writing, however, to say that I am at the service of your committee in any way I can help.

I may add that if any question arises that comes within the jurisdiction of this Department affecting labor interest of the community this Department will want to have it called to its attention.

Yours very truly,

Business Men and The Bolsheviki

(FROM "THE PUBLIC," JAN. 11, 1919)

By Frederick F. Ingram

"I ask the gods, who mould the minds of men
And shape their lives, that I may have two gifts—
No more: I ask for Pride; I ask for Power.
Oh, not the might and vanity of Kings
That I may lord it for a little day;
Nor yet the purse-proud power that comes with gold;
But give, I pray, that power of brain and arm
That I may do each day with joy the work
I find at hand; and act with glad assent
My little part in God's vast scheme of things,
The power to give the world more than I take,
The power to be a MAN."

—Marco Morrow.

THE American Exchange National Bank of New York propounds this problem to its subscribers:

> ***"It is noted in the responsible international press that among the laboring classes increasing manifestation of the spirit of unrest, which is reported to find its genesis in the theory of the Bolsheviki, is becoming apparent. Should such a manifestation appear in the United States during the period of the liquidation of labor, what, in your judgment, would be the logical, fair and just remedy?"***

Those who have opportunity of close view are convinced that the industrial class, both on the farms and in the cities, will not relinquish their present high wages and full employment patiently. That the spirit of unrest referred to will manifest itself increasingly, and that unless something is done to clarify the situation or to avert distressful developments, a crisis will result, is indicated by the numerous conferences and organizing events for resistance, now so active amongst the industrial classes.

In late years a significant fact has penetrated the understanding of man; that is, that wealth-economics control in politics. Therefore, the producing class demands more of the product. The temporary truce during the war is now ended. The Government is leaving both sides to shift for themselves. Wages are falling, but

prices are not, at least, in the same proportion, and the battle begins.

At a hearing of the United States Industrial Commission, an organizer of the I. W. W. said, on being asked for a recommendation: "I would recommend that the Commission say that a revolution is inevitable. You cannot stop it. And to the capitalist class I would say, 'You are doomed. The best thing you can do is to look around for a safe spot to light."

Intelligent people know the issue is not correctly stated, that the fight is not between capital and labor. But the reactionary autocrats and the proletarian autocrats, by ceaseless camouflaging, have made it seem to be a fight between capital and labor. And therein lies our danger, for so long as that error is accepted as the issue, the predatory class, safe beyond the combatant's range, will always win, and both combatants, labor and capital, will always lose; until the grand smash, when all lose, as today in Russia, and as in the past in other empires long since disappeared from the face of the earth.

Is avoidance of this calamity possible? First, we must keep in mind that it is an economic struggle, not a political struggle. Political freedom is attained, but political decision is controlled by economic power. Hence it goes without saying that the class that controls in economics also controls in politics, and the result is the present struggle for economic power.

The reactionaries—the privileged class—know that, in order to control others' wealth, they must retain their law-given privileges—monopoly of natural resources, land and its contents, control of public utilities, etc.—without which no industries can function.

The producing class, workingmen, business men, manufacturers, farmers, etc., produce the wealth, but the privileged class controlling these economic resources can and does control the division of wealth. As a consequence the great prizes in wealth accumulation go to this privilege-holding class. The control of privilege over industry is absolute and unbreakable as long as those employing capital in industry co-operate in politics with the privileged class. The business men are

disposed so to co-operate because they have more confidence in the power of the privileged class than in the working class, and therefore do so for their own protection.

But can they longer safely do so? It is to be doubted. Workingmen are coming more and more to realize the truth that they are not getting their full share of the product. The class who, it seems to them, is dipping into their pocket, is the employing class. Hence their resentment is against the employing class; they don't realize that the employing class is but a degree removed from them in being exploited by the dominating privileged class. They are helped in this delusion by the employing class itself, which identifies itself in politics and in economics with the privileged class, and accepts the issue as the privileged class cleverly intends it should, as a fight between capital and labor; not between privilege and industry, as it really is.

Control of the natural resources, including land and social values—without which there can be no industry—enables the very few who now control, to dictate the division of wealth between them and the producers of wealth, either during the time of production or the time of distribution. It is the investment of capital in these monopolies that causes all this injustice and unequal distribution of wealth, now charged against capital. Get rid of private monopoly, and capital could not exert this economic power. It can do so now only by investing in or combining with private monopoly.

Return these monopolies to Government ownership and control; exempt all labor products from taxation, taking for Government expenses only what belongs to and is created by the public—but that is now privately appropriated—the community created site values; capital and labor would then be free and would secure all they produce. The great economic power that resides in natural resources and social values would then go to the Government and thus be under the control of all the people.

Obviously, if the issue were clearly drawn as a fight between privilege and industry—which it

really is—instead of a fight between capital and labor—which it is not—capital and labor would insist on the abolition of all special privilege and the industrious would enjoy the fruits of their industry in peace.

If the fight runs its course on present lines, it means the gradual elimination of the middle class, without which no nation has long survived, and we will have on one hand the junker, or overlord, in possession of the wealth of the land, and in control of all channels to its attainment; and on the other hand, the proletarian.

Will America submit to such a condition, or will the tendency toward it be checked in time to save our country from the civil strife now convulsing Europe, and threatening todestroy its civilization?

It is for the business men to say. They must stand for abolition of privilege, for equal opportunity to all, or accept the fate that has in the end at all times overwhelmed and destroyed the overlord and his sycophantic supporters.

Frederick F. Ingram is President of the Frederick F. Ingram Company, prominent manufacturers of Detroit, Director of the Detroit Open Forum and leader in other civic movements.—The Public, January 11, 1919.

THE PUBLIC (New York City). Was founded 1898 by Louis F. Post, and edited by him until he became Assistant Secretary of Labor.

It analyzes current events weekly from the viewpoint of fundamental democracy, and leads in establishing a clarified social vision at a time when overwhelming circumstances are forcing a recasting of the intellectual outlook of all who think.

Sample copy sent upon request.—The Public, 122 E. 37th St., New York City.

"The fear of facts is moral cowardice"

Don't stand and cry: press forward and help

Forum Let there be light Folks

We agree in everything except our opinions

Vol. 3 No. 19 **DETROIT, MICH., FEBRUARY 8, 1919** *Every Week*

"Whatever ideas may be brought to us, from whatever source, we will hear them; if they are false, we will explode them: if partly true we will sift them; if wholly true we will accept them,—but always provisionally, always pressing onward."

15TH MEETING THIRD SEASON

THE DETROIT OPEN FORUM
FREDERICK F. INGRAM, Director
Admission Free

MUSICAL PROGRAM
Beginning 2:45 p. m.
Direction of MARSHALL PEASE
Page 2

At McCollester Hall, Forest Ave. near Cass. **Address at 3; Music at 2:45 P. M.**

DR. WOODS HUTCHINSON, NEW YORK Sunday, Feb. 16, 3 p. m.

Scientist, Physician, Sanitarian, Author.

"SOCIAL GAINS OF THE GREAT TRAGEDY AND WHAT WAR DOES TO NATIONAL VITALITY."

In pursuit of scientific knowledge on sanitation, Dr. Hutchinson spent practically the entire year of 1917 studying medical, sanitary and social conditions on the five Allied fronts, and was granted special opportunities for observation and investigation which enabled him to gather interesting and valuable information concerning the effects of the war upon those who shared in it as non-combatants as well as upon those upon the firing line, and will have much to say upon the probable heritage it has sown for the coming generation.

The knowledge he has gained will be of especial importance in the coming era of greater interest in civic, social and industrial affairs, and will materially help in the effort to abolish the causes of diseases by improved sanitation, especially in great cities, by emphasizing the advantages of care in such matters as cleanliness, proper water supply, ventilation, sunshine and pure air as proven by the better results obtained by closer attention to such matters in the present compared to previous wars.

Dr. Hutchinson is recognized in medical and scientific circles as one whose studies and researches entitle his views to careful attention, and as of special importance to those who hope for a brighter and better outlook for humanity.

SEE FOURTH PAGE "FORUM FOLKS" FOR OTHER SPEAKERS TO FOLLOW.

The Discords of Labor, Capital and Privilege

Address (in part) of Louis F. Post, Assistant Secretary of Labor, Washington, D. C., Delivered February 2, 1919, at Detroit Open Forum.

(Reported by Helen Meyer)

In one of the art galleries in London is a painting called "Mammon," a simple but very powerful picture. The central figure is the form of a man upon a throne. The chair upon which he sits is ornamented with death heads. He has one hand resting heavily upon the shoulder of a beautiful woman, and one foot upon the neck of a man, evidently picturing labor, whose head is bowed, whose eyes are down—a perfect type of massive strength, and yet subject to the will of the other being upon that throne—Mammon. I wondered why that great figure cowering upon the ground did not rise and pull him from his throne. But now that crouching figure is rising, all over the world today. The question is not whether he has or has not risen, but what will he do when he rises? Will he pull that being from the throne, caring nothing for what may happen, or will he bring about such an intercourse between the well thinking, the well feeling, good feeling of the world in all classes as will give us harmony in social and industrial affairs?

That question will be determined less by the people that are rising than by the intellectuals, the well-to-do, the people who hold the power. If they use their power as some of them threaten to do, then the war we have just passed through will be as nothing compared to the internal war that will go on, God only knows how long in our industrial and social affairs generally. I do not want to excite any class feeling. I want to bring you to a condition of reasoning about this condition that harmony may come without the shedding of more blood. To do that we need the right feeling and the right heart. But that is not enough; we must also have clear thinking.

We have in this country a conflict which has been described as the conflict between capital and labor. Let us analyze this conflict. Why should there be any conflict? The man who is working for starvation wages is told his wages have doubled, but is

Continued on page 3, Column 1

Forum Folks

Published Weekly Each Year from October 1st to April 1st by Frederick F. Ingram.
Main Office, Detroit, Mich.

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Washington .....36 Bliss Building

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6 Months in U. S. outside Wayne Co.....75c

NO FREE SUBSCRIPTIONS TO FORUM FOLKS

If you get it REGULARLY you or someone else has paid for it. When your subscription expires we will notify you and STOP THE PAPER if you do not renew. If you receive a sample copy it is an invitation to subscribe at once.

A WARNING.

Director Ingram gets letters from all over the United States and even from Europe written by persons he has never seen but who are prompted to write because of some article of the Director's they have seen in a newspaper, magazine or booklet.

We will not print the name of the lady who wrote the following letter, she might not be pleased with the publicity, but will say she is the State Superintendent of the Woman's Christian Temperance Union of one of our mid-western states.

The letter shows what some of the most intelligent and patriotic are thinking about during these days of uncertainty and doubt.

"WOMAN'S CHRISTIAN TEMPERANCE UNION
The Woman of the Nation vs. the Liquor Traffic.
Dept. of Press and Publicity,
State Supt.

Jan. 30, 1919.

Mr. Frederick F. Ingram, Detroit, Mich.
Dear Sir:

I should have thanked you ere this for your letter and enclosures of Forum Folks, which were so interesting. I read your article in "The Public" and wish you would write more for it.

I am enclosing an editorial from "LaFollette's." I believe his statement of the situation is true; but what can the people do? All our newspapers are under the thumb of monopoly and the people are becoming so suspicious of oppression. The "work-a-day" people most so, and I know the farming population are resentful of the high-handed methods pursued by the banking and trading classes.

A lad came from France a week or more ago. He fought for days on Dead Man's Hill. He and his mates tried to bury their dead there and they had to dig graves in mingled earth and dead humanity. He went through more than God ever meant man to go. Some of his comrades went insane; he is nerve-shattered, resentful, sore; he says it was all "for politics."

Now how many are coming back like him? What will they think of the robbing of their homes to pay the cost of the war? What are they going to think of those who are doing the robbing?

How long is our country going to put property over human life and human souls? Cannot our profiteers look back at the French revolution, when an outraged people finally collected delinquent taxes from the rich with the guillotine? Can they not see the condition in Europe today? In the last "Survey" its correspondent at the peace proceedings said the outcome would be "Wilson's Peace or Bolshevism." If the profiteers and monopolists—the spoilers—win out, Bolshevism will follow all over the world, is his idea. And we cannot know what our Congress is doing because the profiteers own the newspapers.

Thanking you again,
Yours sincerely, ..."

WOULD YOU BE INTERESTED IN A PEOPLE'S THEATRE?

Realizing that the stage is an excellent medium for the dissemination of ideas and a graphic picturization of life, a group of Forum members have been discussing the formation of a semi-professional company of players under professional direction, to give five or six performances of Galsworthy's "Justice," "The Pigeon," "The Silver Box," or "Strife." on week-day evenings.

The plan has not progressed beyond the stage of discussion as yet, because comparatively few Forum members have so far been consulted. A professional director is available in Mrs. Nellie Peck Saunders, well known here in her home city and in many other parts of the country, and any who are interested to the point of acting, giving stage assistance or looking after the sale of tickets and general advertising are invited to meet Mrs. Saunders after the regular Forum session February 16.

The plan at present discussed calls for the services of three or four professionals for the more taxing roles, with Forum members in the other parts. The production cannot be undertaken unless there is sufficient interest on the part of Forum members and it is to determine the extent of that interest that the preliminary meeting is called.

No professional theater has offered a Galsworthy play in Detroit in several seasons, largely for the very reasons that make them highly desirable for production by a People's theater—that they are full of fundamental ideas and form an intelligent criticism of society.

If the first production proves a financial success, the idea can be developed into a permanent People's theater. There is no profit involved except payment for the services of the actors, the aim being to pay both the professionals and the amateurs, and any balance that may accrue will be turned into the general expense fund of the Detroit Open Forum.

SPREAD THE TRUTH.

Often one reads a book that expresses an idea so clearly that it seems as if it would convert the most indifferent person or confound the most hostile and then we wish that others could and would read its logical and convincing pages.

Now here is a good opportunity for spreading the truth. We are going to have a second hand book shelf at our Forum book stall. Bring in and give to the Forum, the book or books that you have finished reading and laid to one side where it can do no good. We will sell it and the price will go towards supporting the Forum while the book will go towards convincing another reader. Bring in the books, we will do the rest.

S. K. RATCLIFFE.

The many great events following each other in quick succession since the armistice of November 11th have increased the work and perplexities of the Director.

This is because so many of our speakers have been forced to cancel their engagements and cross the sea because of their connection with or interest in the affairs of Europe that the sudden and unexpected termination of the war has brought to the front.

S. K. Ratcliffe, of Manchester, England, has addressed the Forum each year from the beginning. He had engaged to address it this season and had selected March 9th as the date. He has just received a cable from England ordering him home and we much regret that we are compelled to remove his name from our speakers' list.

MUSICAL PROGRAM, FEBRUARY 16, 1919

Mrs. Roy C. Brabb.....Soprano
Miss Hildegard Albrecht.....Contralto

Louis F. Post Address, February 2, 1919

Continued from page 1

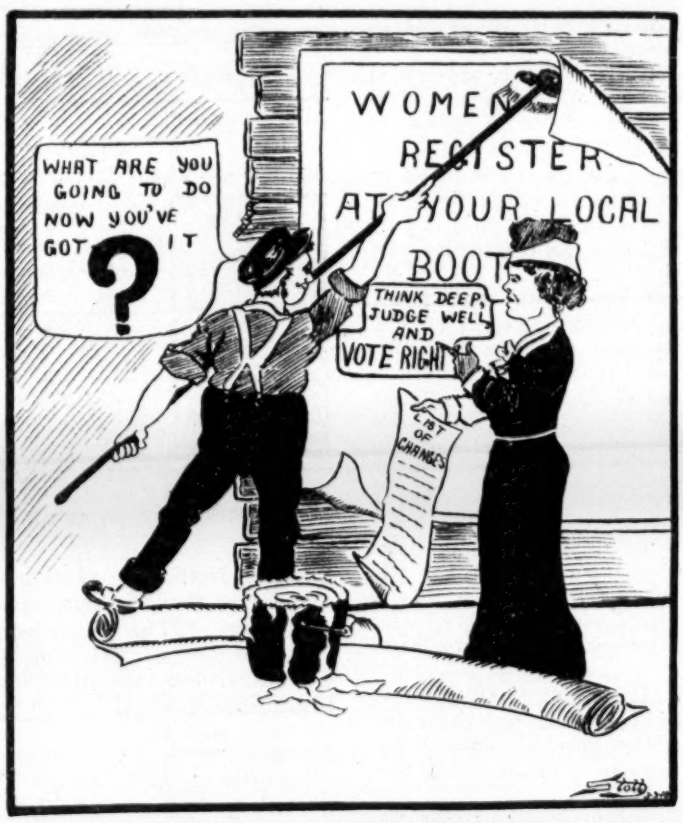
not reminded that the cost of living has doubled too. What is labor? Some people say there is no such thing, but how long would any of us last if there were no labor? There is no greater truth than man should eat by the sweat of his face. There is no other way except by the sweat of somebody else's face and, after a while, there came an invention by which men were enabled to eat bread by the sweat of other people's faces. Some men got possession of other men so as to own them as they would own animals, and these slaves supported a class, but it was morally wrong, naturally wrong, and that form of eating bread in the sweat of other people's faces passed away. Then came feudalism —when the land changed hands the man changed with the land. The French revolution marked the end of that period. Later came specialization in industry, the form we are dealing with in these days, when the man who does most of the world's work appears to be free, but is not free.

Let us bear firmly in mind the one great fact about labor. Human exertion, no matter who does it, is labor. We all labor except those who are actually living on the spoils of privilege. In a civilized society there must be capital—that is, the machinery that labor makes in order to produce other things. Wage workers say machinery is their master. I would ask them if there is not a master behind that takes machinery from them. Workmen are making machinery all the time, but are obliged to sell it before they produce it.

A corporation owns the factory, owns the water power the factory uses, owns a mine that furnishes the raw material. We lump them all and calls them capital, and that will make crooked reasoning in any man's mind if he does not think clearly. The ground on which the factory stands is not capital; no human hand could make it. The site of the building is a gift of nature to man, not to a man. The same is true of the water power, the same of the mine. It is the gift of nature to the children of nature. Do not call the natural resources capital. There are only two industrial forces. The only causes are the two industrial forces—human labor and natural resources.

Privilege of water power, of sites in thickly settled places, of timber resources are privileges given to man by nature, and our government has given them to some men as against other men, and that is the cause of discord.

What, then, is the remedy? Abolish privilege. That, in the main, would make harmony in industrial affairs. Let each man have his earnings, but only his earnings, no more, no less. Labor and capital have no quarrel. Labor has no quarrel with his machinery, but only with the power that takes his machinery away from him, and that power is the privilege which we have inherited from past generations, but which we are slowly getting rid of. Abolish privilege then. Objection is made to this, and the one great objection is that it would be interfering with the sanctity of property. I want to say that property rights are sacred. You take away from the man when you take away from him the right to what he produced. I say property rights are sacred—provided they are right. Some kinds of legal property rights are not right, and the right to live upon privilege, a parasite upon the social body politic, is not in accordance with any conception of justice. Chattel slavery has passed away, thrones are passing, and now we have private ownership of natural resources to be abolished. You shall not live on that site, you cannot have the mines without paying for the privilege. Because we have ten men looking for nine jobs we have wage slavery. But if natural resources were used for the benefit of all then no part of the community will be on its knees asking someone, "Please give me a job." I have heard there is a law of mine and thine. It is two-thirds of the law. There is also ours, and to complete the law we must begin saying, mine, thine, and ours, that is the law of the people.



VOTERS, NOT DOLLARS, WILL RULE, OR WE'LL KNOW WHY

QUESTIONS AND ANSWERS

Q. Do you not think we are suffering today from a competitive system and the proper thing today is not single tax but the nationalization of the land?

A. Nationalization of the land and single tax in principle are the same thing. Under the nationalization of the land in Great Britain it is proposed to have the government take the title of the land and compensate the owner. Under the single tax it is proposed to abolish taxation on labor, on anything that is produced by human industry, and put the whole burden of the government on land with a view of getting public income from a source that will not obstruct industry, and to make it more and more difficult to keep land out of use.

Q. The speaker stated fair compensation. Some men cannot produce as much as others, and if a man get all he needs, such as pleasure, education and relaxation, does he need to have more?

A. In a fair state of society the man would not want the surplus, but would find it better to spend his leisure doing something else that would be useful. Whatever a man produces ought to be his unless he gives it away of his own free will.

Q. How would you interpret what is mine is my children's?

A. I think what is mine I have a right to give away. I have a right to call in the state to see that what I have shall be given to the ones I want it to go to. I do not see why gifts of that kind should not go to the ones intended, especially if they were closely related.

Q. If your single tax problem is dangerous to the existing social order and privilege, why do you not prove it by stating how many single taxers are in jail?

A. I did not know any were there. While this war was on I did not care whether the man was single taxer, anarchist or socialist, if he used his influence to defeat this country against German Im-

perialism, then I have very little sympathy to spare on those who got into the penitentiary.

Q. The speaker mentioned inequality of society. Is it not so that the inequality of society is due to the inequality of opportunity, and should we not have equality of opportunity?

A. Good feeling and good thinking will lead to it.

Q. What would you advise us to do in case the parasite refused to get off our social body?

A. If you cannot by the ballot in this country change our system, you cannot do it with bullets. You cannot make a successful revolution in this country. The ballot is here. If it is not used it is your fault. That ballot is better than the bomb, than the musket, than the club. If the powers in control in this country can defeat you with the ballot they can defeat you with the gun. Do not make the mistake, because a czar was overthrown and his oligarchy was displaced, that by the same methods you can overturn the foundations of the American government, because the great mass of American people are against it.

Q. How are the common people to protect themselves from the cunning of the predatory class? Did not Tammany defeat Henry George by fraud?

A. Tammany did not resort to anything so commonplace. His election was not the real thing in that controversy. It was the thinking that was involved. As I said, you cannot change any institution overnight, but the change has to come by evolution. The resort to violence in this country is absolutely bound to fail. If you can't win by the ballot, you can't win by the bullet.

Q. The Labor Department has been trying for some time to get Congress to provide work for the large number of unemployed. Are not the men under a debt of gratitude to the Labor Department?

A. Secretary Wilson has stated to Congress that he anticipates a very serious condition until the resumption of civilian employment. I believe we will have extraordinary good times but not until after the interval in which men will be finding their adjustment. There are no more men coming back to the industries than went out of them. The emigrants numbered eight hundred thousand before the war. Their number will be less now.

Q. Is it not a fact that the government of the United States has retained a lot of special privilege in Alaska?

A. It has and it has also given away some.

Q. The Russian Soviets have repudiated their international debt. Is that not the cause of the Russian invasion, and would it not be a good thing for us to repudiate our national debt?

A. The probability is that a great deal of the opposition to the Soviet government, from France especially, is due to the fact that France has an enormous amount of Russian bonds. Reading between the lines of the newspaper reports I have a guess that an adjustment is in progress in regard to that. I would not want to say we should repudiate our debt. I should say our war debt should be turned into a taxing power, collecting it year by year. I look upon our war bond as a temporary expedient during the war. I look to it that those bonds will be taken up by heavy taxation on privilege. I say that in the capacity of a citizen.

Q. How can sedition be where there is democracy? Can there be clear thinking where there is sedition?

A. I think so.

Q. Do you not think the single tax people ought to be in jail because they oppose privilege like the Socialists?

A. I do not intend to go into the merits of the case. I do not know whether those Socialists you refer to are opposed to war or not. I do know they were convicted of it.

Q. There seems to be a tendency in this country to centralize government which prevents local self-government and really takes away much personal liberty. What is your opinion of it?

A. The tendency seems to be on the increase because a union of nations is suggested. I think the right idea is this. In local affairs local government should control. If there is a city the city should govern itself. In state affairs the state should govern. In a nation affairs are national or international in their scope, and the nation should govern. We ought to look forward to a development of a condition in which all local affairs will be subject to the local democracy. I think that is what we are coming to but the world will not grow old fast enough for me to live to see that day come. We can find it in the statement of President Wilson in the point which he brings that the nations shall govern themselves in national affairs but in international affairs the League of Nations shall guide.

(Balance of Questions and Answers next week.)

The Detroit Open Forum is non-secetarian, non-partisan and non-political; aims to present questions of public import impartially, and is not responsible for statements of speakers at its meetings.

SPEAKERS TO FOLLOW

Sunday, Feb. 23rd. Linn Haines, of Washington

Secretary National Voters' League. Editor, Author.

Subject, "Congress and Reconstruction."

Mr. Haines' revelations in the Minnesota Legislature marked a political revolution in that State, and retired about half its politicians to private life.

Five years of that and he saw that the system had its sources higher up. He went to Washington and began a nation-wide movement "to acquaint the people with their lawmakers. As secretary of the National Voters' League and editor of the "Searchlight on Congress," he has learned to know Congress more intimately than any one in America.

Six years of intensive study of Congress, individually and as a whole, has equipped Mr. Haines to tell the story of what it is and what it might be. It is, indeed, a remarkable story, all say who are acquainted with Mr. Haines and his methods.

March 2nd Norman Angell, of England

English Author and Philosopher

Subject—"The Platform of the British Labor Party and the Future of Democracy in Europe and America."

Mr. Angell views the position of the British Labor Party as so far-reaching as to involve the virtual overthrow of our present industrial civilization, and the reconstruction of society itself. The present unrest in British labor circles makes Mr. Angell's subject timely.

As explained in another column, Mr. Ratcliffe has been compelled to cancel his engagement to address the Forum on March 9th.

Sunday, March 9 Edward J. Gaynor, of Washington

President National Association of Letter Carriers.

Subject, "The Government As An Employer."

A subject of growing importance because of the constantly increasing scope of Federal, state and municipal activities. The President of the National Association of Letter Carriers speaks for the important service of the Post Office Department. He also speaks with the authority which is born of experience and shows the advantages and disadvantages of governmental compared with private employment.

A LOST MUFF.

After the Forum meeting of Sunday, February 2nd, a lady's muff was found in McCollester Hall.

Owner can get same by describing it to the usher at the door or by writing the Director.

Director
FREDERICK F. INGRAM
409 Lafayette Boulevard

The Detroit Let there be light Open Forum

of Detroit, Michigan

Secretary
RALPH F. HOLMES

R Gatt 9/9/19

August 27, 1919

Mr. Geo. E. Haynes
Director Negro Economics
U. S. Department of Labor
Washington, D. C.

Dear Sir:

I am writing you at the suggestion of Mr. Hugh Reid, secretary to Mr. Louis F. Post, assistant Secretary of Labor. Mr. Reid or Mr. Post are both familiar with my Forum and know me well. They will give you particulars.

The purpose of this letter is to invite you to address the Detroit Open Forum at a date of your selection, the coming season which begins Sunday November 2nd and continues every Sunday thereafter at 3 P. M. until the last in March.

I would expect your talk to be on the race problem, a vital subject at present and I feel a very important one to discuss in Detroit because of the very large increase of our colored population in the last two years.

This is the fourth season of the Detroit Open Forum which is considered a successful public institution. Its meetings always have crowded halls.

There would be an honorarium not to exceed $75.00.

Awaiting with interest your reply which I venture to hope will be favorable, I am

Yours respectfully,

F F Ingram

Frederick F. Ingram

FFI/WP

F. W. AYER, Chairman General Committee JOHN R. MOTT, Chairman Executive Committee WILLIAM B. MILLAR, Secretary GEORGE M. FOWLES, Treasurer

INTERCHURCH WORLD MOVEMENT
OF NORTH AMERICA

111 FIFTH AVENUE
NEW YORK CITY

S. EARL TAYLOR, General Secretary

August 28, 1919

Mr. George E. Haynes,
Department of Labor
Washington, D. C.

My dear Sir:

This is to acknowledge receipt of your letter of August 26, in re plans of the Interchurch World Movement touching the question of racial understanding and co-operation, and to state that reply will be made by Dr. S. Earl Taylor upon his return to the City early in September.

Very truly yours,

J. Owen
Secretary to Dr. Taylor

noted
GEH
8/29/19

RECEIVED
DEPARTMENT OF LABOR
AUG 29 1919
Director of Negro Economics

OPEN FORUM SPEAKERS BUREAU

THE RECOGNIZED AGENCY OF THE NATIONAL OPEN FORUM MOVEMENT

ADVISORY COMMITTEE
CHAIRMAN, HAROLD MARSHALL, MELROSE, MASS.

FORUM LEADERS

GEORGE W. COLEMAN, Ford Hall Meetings, Boston
LUCIUS F. C. GARVIN, People's Forum, Providence
EDWARD F. SANDERSON, Cooper Union, New York
JOHN W. ROSS, Calvary Forum, Buffalo
FRED A. MOORE, West Side People's Forum, Chicago
MORRIS H. TURK, Westminster Forum, Kansas City
FRANK DYER, Tacoma Public Forum, Tacoma
CHARLES A. BOWMAN, The People's Forum, Ottawa

LECTURERS

HARRY F. WARD, Massachusetts
CHARLES ZUEBLIN, Massachusetts
STEPHEN S. WISE, New York
PAUL M. PEARSON, Pennsylvania
CHARLES D. WILLIAMS, Michigan
EDWARD B. KREHBIEL, California
LOUIS F. POST, District of Columbia
S. K. RATCLIFFE, England

MABEL B. URY, EXECUTIVE SECRETARY
L. CAROLINE BROWN, ASS'T. SECRETARY

TELEPHONE
HAYMARKET 42[illegible]

BOSTON OFFICE:
26 PEMBERTON SQUARE

RECEIVED
DEPARTMENT OF LABOR
AUG 29 1919

August 28, 1919.

Director of Negro Economics

My dear Dr. Haynes:

In Miss Ury's absence a suggestion has come to us that you might be interested in making forum addresses at different times during the coming season.

Immediately upon Miss Ury's return we will issue the new forum lists of speakers for the season and we will be glad to include your name in it if you desire.

The Open Forum Speakers Bureau is merely a clearing house for speakers in making suggestions of available speakers to different forums but not undertaking management of individual lecturers. We should be glad, therefore, to have the opportunity to suggest you tothose interested in your work.

Very truly yours,

Gertrude Allen

Dr. George E. Haynes,
Director of Negro Economics,
U. S. Department of Labor,
Washington, D. C.

GA/WMR

R/gbt
9/9/19

September 9, 1919.

Miss Gertrude Allen
26 Pemberton Square
Boston, Mass.

Dear Miss Allen:

In response to your letter of August 28, let me say that I shall be pleased to be listed among speakers for the season. I have already a request from the Open Forum at Detroit, Mich. If it could be arranged, I would be pleased to get engagements for Buffalo and Chicago so that I could make the three places on one trip. I note in this connection what you say about your Bureau being merely a clearing house for speakers, yet I mention this desire for other western engagements in the thought that you might have some means of getting this information to those interested. Full information about my preparation and lecture and magazine work will be furnished you if you wish it.

Yours very truly,

H/MLC

9/9/19

September 10, 1919.

Mr. Frederick F. Ingram, Director
The Detroit Open Forum
409 Lafayette Boulevard
Detroit, Michigan.

Dear Mr. Ingram:

I thank you for your kind invitation to address the Detroit Open Forum at one of its Sunday afternoon meetings and shall be glad to come. At the present time, I cannot give you a definite date but ask your indulgence until my plans for the fall's work are completed and I can name a date. An honorarium of $75.00 will be satisfactory.

Should you want information about my preparation and past experience as a lecturer and contributor to magazines before I give you a definite date, kindly let me know.

With many appreciations for your cordial invitation, I am

Yours very truly,

H/MLC

9/10/19
mc

Director
FREDERICK F. INGRAM
409 Layfayette Boulevard

The Detroit Let there be light Open Forum

of Detroit, Michigan

Secretary
RALPH F. HOLMES
45

September 13, 1919

Mr. Geo. E. Haynes
Department of Labor
Washington, D. C.

Dear Mr. Haynes:

I have your favor of the 10th and am much pleased to know that we can count on you to address the Forum the coming season, November 2nd to the last Sunday ih March. The meetings are always, Sundays and at 3 P. M.

It is not necessary to name the date at the present writing, if it happens that some date is particularly desirable to you, I would like to have you so advise me, when if not too late, that particular date can be set aside.

Survey X

I would like to have you send me material like lectures, contributions to magazines, etc., so that I may get your point of view and avail myself of this information for the purpose of writing announcements .

I publish a weekly paper, in the first number of October I will make a general announcement of your coming address, in connection with the announcements of other speakers. I will need this information then and will elaborate on it later.

Mr. W. J. Black, now with the Radcliffe Chautauqua Bureau, Masonic Temple Building, Washington, D. C. will cooperate with me beginning October 1st in the activities of the Detroit Open Forum and the editing of its paper. I would like to have you meet him, at your convenience. He can be reached by calling up the above people for an engagement.

RECEIVED
DEPARTMENT OF LABOR
SEP 15 1919

Yours respectfully,

Frederick F. Ingram

Director of Negro Economics

FFI/WP

Mc
F Oct 13
Made for Dec 28/19

September 15, 1919.

Mr. Frederick F. Ingram
The Detroit Open Forum
409 Layfayette Boulevard
Detroit, Mich.

Dear Mr. Ingram:

Under separate cover I am sending you two copies of three magazines with articles contributed by me, and a reprint of an address before the Academy of Political Science in New York, from which I think you can get my point of view. I am also sending you an announcement of a release the Department issued last year which gives some personal data. I shall follow your suggestion about seeing Mr. Black this week.

Yours very truly,

H/MLC

Sent: Public
crisis
Effects of N. S. (Acad of P. Science)
news release.

Director
FREDERICK F. INGRAM
409 Layfayette Boulevard

Secretary
RALPH F. HOLMES
48

The Detroit Open Forum

Let there be light

of Detroit, Michigan

September 17, 1919

RECEIVED
DEPARTMENT OF LABOR
SEP 20 1919
Director of Negro Economics

Mr. Geo. E. Haynes
Room 811
Department of Labor
Washington, D. C.

Dear Mr. Haynes:

Since writing you the 13th, it happens that I wish to name speakers for my early dates. Will you please name the date most convenient for you, preferrably a date in November or December, excepting November 2nd, and 30th and December 14th?

Will you kindly also send us photograph, suitable for reproduction purposes in advertising your address?

May we announce as your subject "The Race Problem"?

Yours respectfully,

F F Ingram

Frederick F. Ingram.

FFI/WP

September 24, 1919.

Mr. Frederick F. Ingram
The Detroit Open Forum
409 Layfayette Boulevard
Detroit, Michigan.

Dear Mr. Ingram:

In the absence of Dr. Haynes I am taking the liberty of sending you his photograph as per your request of September 17. Your other wishes will be complied with as soon as Dr. Haynes returns to the office.

Yours truly,

Mattie L. Campbell

Secretary to Dr. Haynes.

MLC

Director
FREDERICK F. INGRAM
409 Layfayette Boulevard

Secretary
RALPH F. HOLMES
45

The Detroit Open Forum

Let there be light

of Detroit, Michigan

October 9, 1919

RECEIVED
DEPARTMENT OF LABOR
OCT 11 1919
Director of Negro Economics

Mr. Geo. Haynes
Room 811
Department of Labor
Washington, D. C.

Dear Mr. Haynes:

In reply to our request for a definite date for your address at the Detroit Open Forum, your secretary informed us that you would take the matter up on your return from an absence. We would be glad to have you name a definite date at your earliest convenience.

Dec. 28

Open dates are as follows:

December 28
January 4 - 11 - 18
February 1 - 8
March 7 - 14 - 21 - 28

Yours respectfully,

F F Ingram

FFI/WP

October 13, 1919.

Mr. Frederick F. Ingram,
Director, The Detroit Open Forum,
409 Lafayette Boulevard,
Detroit, Mich.

Dear Mr. Ingram:

I regret that there has been delay in giving you the exact date for my address under the auspices of your Forum. Pressing duties have made me complete my Fall program with great care, resulting in delayed December dates. I am pleased to accept December 28, named in your letter of October 9, and shall rely upon Mr. Post and Mr. Reid for further suggestions regarding your Forum.

If you desire additional information for your announcements in connection with my address, I shall be pleased to furnish it.

Yours very truly,

Director of Negro Economics.

P. S. I shall send you my subject later.

Sent from 2nd "
10/23/19
[illegible]

M. L. E.
Please follow
10/13/19

Washington, D. C., October 20, 1919.

Dear Dr. Haynes:

The enclosure is self-explanatory. I took up with Mr. Marsh the matter of his exchanging January 4th with you, in order that your December 28th date might remain intact. Mr. Marsh explained that his legislative program demanded his being here from Jan. 1st on and that, therefore, December 28 was the only date he could accept.

Apparently, on account of the slight delay in the handling of Mr. Ingram's earlier correspondence, Mr. Marsh has the "right of way".

No doubt you will take up, early, with Mr. Ingram the adjustment of the later dates. You will recall December 30th is "ok" for Baltimore.

Hastily,

Shelby

Ingram

noted
GBH
10/25/19

October 28, 1919.

Mrs. Helen B. Irvin,
1812 - Ninth Street, N. W.,
Washington, D. C.

Dear Mrs. Irvin:

The enclosures are self-explanatory and are sent to you for your information and such use as you see fit to make of them. Miss Mortenson has sought the assistance of this office in an effort to bring the information to the attention of interested persons. In view of your connection with the Department and of your interest in and knowledge of the general conditions surrounding female workers, it may be that the enclosed copies will be of use to you.

Yours very truly,

Assistant to the Director
of Negro Economics.

December 4, 1919.

Mrs. Helen B. Irvin,
1812 - Ninth Street, N. W.,
Washington, D. C.

Dear Mrs. Irvin:

The enclosure speaks for itself. It was found, unexpectedly but fortunately, amid some uncollected material in this office. I regret that it has been so long mislaid and trust that it is not reaching you too late to be of great use in connection with your report.

Sincerely yours,

Assistant to the Director
of Negro Economics.

Enclosure

Commencement

1920

The Faculty and Graduating Class
of
The National Training School for Women
and Girls
Washington D. C.
request the honor of your presence at the
Commencement Exercises
June Fourth Nineteen Hundred and Twenty
Five-thirty o'clock
Campus

GRADUATING EXERCISES

Friday, June 4th. 1920 at 5:30 P. M.

PROCESSIONAL

MUSIC—Coronation Song ..... School

PRAYER

CHORUS—Lovely Spring ..... Coenen

ORATION.. ..... The High Cost of Ignorance

Miss Rosa D. Stubbs, Virginia

SEXTETTE—The Morning Ramble..... Veazie

CHORUS—Hail, Orpheus Hail!..... DeReef

ORATION..... A New Day for the Business Woman

Miss Evangeline M. Palmer. South Carolina

CHORUS—Inflammatus ....From the Stabat Mater

ADDRESS

Rev. Mordecai W. Johnson, D. D.

Charleston, West Virginia

CHORUS—Music in the Mine..... R. Nathaniel Dett

ANNOUNCEMENTS

AWARDING of DIPLOMAS and CERTIFICATES

Mrs. Mary V. Parrish, Kentucky

Chairman Trustee Board

AWARDING of PRIZES

QUARTETTE—Good Night ..... Denza

Fall Term Begins October 5. 1920

CLASSES

BUSINESS

MOTTO : "We will make good our standing ground and move the world."

COLORS : Purple and White

CLASS ROLL

Certificates

Miss Fannie Pearl Barlowe.....New York

Miss Jessie L. Newman.....Ohio

Miss Evangeline Marie Palmer.....South Carolina

Miss Elizabeth B. Tucker.....Mississippi

DOMESTIC SCIENCE

MOTTO : "Who's Who is a matter of being talked about.
What's What is a matter of doing things.
We'll join the 'What's Whatters."

COLORS : Pink and White

CLASS ROLL

Certificates

Miss Edith Olive Browne.....Ohio

Miss Dorothy D. Porter.....New Jersey

Miss Rosa Dorothy Stubbs.....Virginia

ANNOUNCEMENTS

Sunday, May 30th, 1920 3:30 P. M.

Baccalaureate Sermon

Rev. R. H. Bowling, D. D.

Norfolk, Virginia

Wednesday, June 2nd.

MEETING of the TRUSTEE BOARD

Thursday, June 3rd.

FIELD DAY

EXHIBITION of WORK

ALUMNAE REUNION

RECEIVED
DEPARTMENT OF LABOR
JUN 4 - 1920
Director of Negro Economics

The Tuskegee Institute School Printery

T. S. INBORDEN, *Principal*

W. DOYLE MILLER, *Treasurer*

JOSEPH KEASBEY BRICK AGRICULTURAL, INDUSTRIAL AND NORMAL SCHOOL

Under the Auspices of the American Missionary Association
287 Fourth Avenue, New York, N. Y.

BRICKS, NORTH CAROLINA

July 24, 1920.

My Dear Friend:-

The Brick School is twenty-five years old the first day of August and it would be perfectly fitting to invite all the friends of the institution here to celebrate this quarter century of unparalled success in educational work. Local conditions prevent us from extending this broad invitation at this time. We are however inviting forty picked men from at least thirty different communities to join with us in a school family "Conversazione" and dinner on August 2nd, which is Monday. If you receive this notice and can not come please write me at once.

We shall start on our second quarter-century work and every community in this part of the state ought to know its purposes and intent and help to mould sentiment that will quicken its efficiency and enlarge its scope of influence.

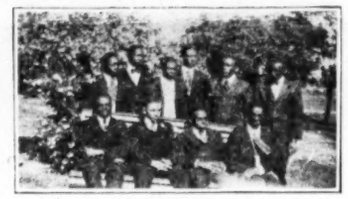
We are asking you to be here from eleven o'clock in the morning until three o'clock in the afternoon.

If you have a personal friend whom you want to bring with you this invitation will include him if you will write me in a few days giving me his name. Addressed envelope is enclosed for that purpose.

I am, very truly yours,

T. S. INBORDEN.

R Hyatt 8/3/20



WHAT BRICK SCHOOL IS DOING

From the Enfield Progress, May 16th.

The first day of August 1895 I came to what was called the "Estes' Farm" to begin the work of organizing the Brick School. We shall soon be twenty-four years old. Mrs. Julia E. Brewster Brick, of Brooklyn, N. Y., gave us the farm and five thousand dollars as a starter. We stocked the farm with hogs, mules, cows and began building houses of all sorts so that now we have one of the best industrial institutions of North Carolina.

Mrs. Brick's munificence has been our saving grace during all of these years of stress and strain in the financial world. For the most part it has enabeled us to meet the salary of our teachers.

We began with the modest number of five teachers and officers. We register now about twenty-five teachers and officers. We began school the first of October that year and had only one student the first day. We shall report a total enrollment of students this year of 350. We have had in former years nearly 400 students.

It is the purpose of this institution to teach the students who come to us the important lessons of how to extract from the soil the largest and best products which the community needs for its consumption. We are not running an experiment station because we do not have the sort of help and the amount of money that such a station would need. We know how it should be done. We have the ideals. We are teaching the lessons to country boys and city boys who come to us from every part of the State. They do not all get their lessons of course. Very many leave after getting here because they are not willing to go through the strenousness of the daily drill which it takes to make efficiency. We have hoped that this sort of work would especially appeal to the sons of farmers who own farms of their own or who farm on their own account. The number who come from the farms with the purpose of taking the course and who expect to go back to the farms is altogether too few.

Many of our people labor under the mistaken idea that they need education only to make money. Many of them are making lots of money and accumulating farms and homes without education and so they argue now that they do not need education. The national government and state are emphasizing more than ever the importance of the sort of education that will make the best men. What the state is doing in way of stimulating the farmers to grow better products and to do it more intelligently, the Brick School has done all these years.

We have not only tried to stimulate the farmer, but we have tried to make more intelligent housewives. Our kitchen, dining room, laundry, etc., are open for the training of our girls who want to perfect themselves in all household arts. Very many girls who have come, willing to stay long enough and to do all the drudgery which goes with the work, have gone from us real artists in their line. Our only grievance is that we do not have all who ought to come, and those who come, the great bulk are not willing to stay long enough to get it. They want short cuts The only way to become an artist in the culinary line is to be willing to spend many days, and years too, over the hot stove and too often in a sweltering hot room. To become a real artist one must do the real thing. Coming as many of our young people do from homes where everything is "easy-go-lucky," they are not willing to do the strenuous tasks that bring efficiency.

Our girls are also taught the use of the needle. I do not know of anything that is of more importance than that our young people should be dexterous with the needle in making their own clothes or the clothes of others.

The school conducts a shop in which manual training is taught. Every boy is given a chance to become proficient with the handling of tools. Those who stick to it and stay in school long enough have no trouble in getting all the work they can do. The demand in this line for workers has never been supplied. I have just received a letter from one of our boys who writes that he is receiving forty dollars a week at the shipyards. We have many other who are doing the same.

We have a six-year high school course beginning with the seventh grade. Those who finish this course have no trouble in entering the first year of any of our leading colleges. They become the best teachers in the community and we simply cannot furnish all the teachers we are asked to furnish Not a week passes but that I am solicited by those in public school authority to send teachers to take responsible places. The academic side must be emphasied very much because no efficiency of the hand can be had without a lot of brain power. To try to train the hand without the head is just putting the cart before the horse.

Along with the training of the head and the hand we place very much emphasis on the training of the heart and the development of Christian character. Those who will not measure up in these matters when they have been given every incentive to do so are not kept in the institution.

The great world war which we have had demonstrates more than anything else could possibly do the results of any sort of one-sided education. Our enemies went to seed in the industrial arts, their religion was a misnomer adsolutely without practice.

We are training for citizenship. Whatever be our education, whether of the head or hand, if our Christian character has been neglected we shall always be a misfit in any community. We must learn to respect the rights of other people whatever their station in life. This doctrine must be preached from the pulpits to all the people, especially to the youth. It must be taught by every school teacher. The neglect of it is the best invitation that Bolshevism and the devil can have.

We are teaching in the Brick School that one's attitude toward people and things determine his success in life. It is of the utmost importance that we get this viewpoint. Mistaken policies have taught the world an awful lesson. The people must be eduucated and trained in all the civilities of life so as to fit compatibly into the social and industrial fabric of their community.

T. S. INBORDEN.

This folder is an illustrated review of twenty-five years history of this school. The illustrations show the many activities of the institution They are located in the order in which they are named here: (1) An educational Conference of A. M. A. Workers with their secretary. (2) Brick School Band. (3) Three hundred students in line. (4) Farmers' Day representing an annual visitation of farmers numbering from three to six hundred men and women. (5) Every student has his garden. (6) Farm activities. (7) Y. M. C. A. Cabinet. (8) Athletics. (9) Representing fourteen teachers' and tenant cottages. (10) A drive through the campus. (11) This represents about seventy of our boys who went to the front. Read the picture and it will tell you the story

THE JOSEPH KEASBY BRICK AGRICULTURAL, INDUSTRIAL AND NORMAL SCHOOL

BRICKS - NORTH CAROLINA

This Folder is an Illustrated Review of Twenty-Five Years History of This School. : : :

COURSES OF INSTRUCTION

High School, Elementary, Primary, Music, Agriculture, Work in Iron, Wood, Mechanical Drawing

August 5, 1920.

Mr. T.S. Inborden, Principal
J.K. Brick M. I and N. School
Bricks, North Carolina.

Dear Principal Inborden:

Thank you so much for your cordial invitation to be with you at the School on August 2. I have been away from the office on vacation and found your invitation upon my return today. Although it is too late to attend, I want you to know how appreciative I am of this official courtesy.

Yours sincerely,

Jas E. Jackson

Director of Negro Economics.

H/MLO

Washington, D. C.
August 9, 1920.

A Community Conference will be held in small auditorium of Ingraham Memorial Church, corner 10th and Massachusetts Ave., N.E., on Thursday, August 12th, at 7:30 P.M.

The following subjects will be discussed briefly;

High Cost of Living.

League of Nations.

Ratification of Woman Suffrage Amendment.

Prohibition Enforcement, and other live topics.

A representative of new Third Party known as Farmer-Labor Party will address the conference giving account of recent Chicago Convention.

A Representative of Committee of 48 and Rank and File War Veterans Association will also attend and take part in this conference.

An effort will be made at this meeting to form a permanent organization of Progressives of the District of Columbia.

No collection.

All who are interested in real democracy and in discussing the burning questions of the hour are invited to come and participate, persons residing in this community are specially invited.

Mrs. M. R. Duvall,
Acting Secretary.

Noted
Geo. 8/14/20

RECEIVED
DEPARTMENT OF LABOR
AUG 12 1920
Director of Negro Economics

T. S. INBORDEN, Principal

W. DOYLE MILLER, Treasurer

OFFICIALS OF THE ASSOCIATION
REV. A. F. BEARD, D. D.
HONORARY SECRETARY
REV. SAMUEL L. LOOMIS, D. D.
ASSOCIATE SECRETARY
MR. IRVING C. GAYLORD
TREASURER
MR. J. E. MACAFEE
REV. GEORGE L. CADY, D. D.
CORRESPONDING SECRETARIES

JOSEPH KEASBEY BRICK AGRICULTURAL, INDUSTRIAL AND NORMAL SCHOOL

Under the Auspices of the American Missionary Association
287 Fourth Avenue, New York, N. Y.

BRICKS, NORTH CAROLINA

August 30,,1920

My Dear Dr. Haynes,

I write to see if you could be with us here Sept. 15th. You are interested in rural conditions and and Negro Progress. We have a Farmers gettingtogether here that day and we expect a large number of our farmers here The services and planning are under the direction of state agents of the farm department of the state.

I am very truly,

T. S. Inborden.

RECEIVED
DEPARTMENT OF LABOR
AUG 31 1920

Director of Negro Economics

R Exhibit 8/3/20

August 31, 1920.

Prof. T.S. Inborden
Bricks A., I and M School
Bricks, N.C.

Dear Professor Inborden:

I would like very much to be with you September 15 but under the arrangement I am now holding on here with the Department of Labor there are no funds available to cover the cost of coming. My time is used by the Department on a per diem basis and while I would be glad to spend a day there I do not feel able to cover the expense.

Your other letter with reference to your observations in the Tidewater of North Carolina is one of the most interesting statements I have seen recently and particularly because of my particular interest in the phase of the situation you present. Before long you will hear from me personally along this line, I hope.

Can you give me the full name and address of Professor Malone who has charge of the State agricultural work? I had a very pleasant talk with him at Hampton; had his address and lost it.

Yours very truly,

Director of Negro Economics.

H/MLC

COOPERATIVE EXTENSION WORK
IN
AGRICULTURE AND HOME ECONOMICS
STATE OF NORTH CAROLINA

NORTH CAROLINA STATE COLLEGE OF AGRICULTURE AND ENGINEERING, NORTH CAROLINA STATE DEPARTMENT OF AGRICULTURE, AND UNITED STATES DEPARTMENT OF AGRICULTURE, COOPERATING

FARMERS' COOPERATIVE DEMONSTRATION WORK

A. & T. College
Greensboro, N. C.
September 7, 1920.

RECEIVED
DEPARTMENT OF LABOR
SEP 8 1920
Director of Negro Economics

Dr. George E. Haynes
Washington, D. C.

Dear Sir:

By request of Prof. T. S. Inborden I am sending you Mr. R. E Malone's address, Director Of Vocational Agricultural Work, A. & T. College, Greensboro, N. C.

If I can be of any service don't hesitate to call upon me.

Very sincerely yours

J. D. Dewey

Farm Makers' Club Agt.

Notes
9/8/20

COLEMAN DU PONT
CHAIRMAN OF THE BOARD

FRANCES A. KELLOR
VICE-CHAIRMAN

THE INTER-RACIAL COUNCIL

WOOLWORTH BUILDING, NEW YORK
TELEPHONES, BARCLAY 3916-7-8-9

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September 29, 1920

RECEIVED
DEPARTMENT OF LABOR
OCT 6 1920
Director of Negro Economics

Mr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Office of the Secretary,
Washington, D. C.

Dear Mr. Haynes:

It will be a pleasure to talk with you about immigration matters some time when you are in New York City, but for your information will state that The Inter-racial Council is giving no attention to "the Negro phase of the present labor situation". If, however, you would like to talk over matters concerning immigration in general, I shall be glad to see you if we can arrange a time that is mutually convenient.

Very truly yours,

Frances Kellor
Vice-Chairman

F.Kellor:GR

Telephoned several times but unable to see her

File
Off
11/29/20

September 29, 1920.

INDUSTRIAL INFORMATION SERVICE, INC.,
Boston, Mass.

Gentlemen:

Will you please send me information as to your organization and service furnished.

Yours very truly,

Director of Negro Economics.

H/MLC

DEPARTMENT OF LABOR

Mr John M Rogers
8/D Union Trust Bldg
Phone M 364
Washington
Representative Serv Assn
American Conf
Mr C. S. Matthew
409 Hibernia Bank
Bldg
New Orleans

No. 205
Ed. 3-22-18—300,000

ITINERARY OF DR. HAYNES:

November 14 and 15(night) - New York - 894 Broadway

November 16 - Springfield, Mass. - Care of Rev. Wm. N. DeBerry, pastor, St.John's Congregational Church.

November 17 and 18 - New York - 894 Broadway

November 19 and 20 - Washington

November 21 and 22 - Columbia, S.C. - Care of J.A.J. Brock (904 National Loan & Exchange Bank Bldg.)

November 23 (Subject to change) - Badin, N.C. - Care of Andrews

November 24 - En route

November 25 - New York

November 26 - Washington

November 27 to December 2 - Atlanta, Ga. (200 Auburn Avenue, Care of W.A. Bell).

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2/94
41

I T I N E R A R Y.

Dr. George E. Haynes.

February	27	Rutgers College, New Brunswich, N.J. 10:30am to 1:00 pm.
	28	Lincoln University P.O. Penn.
	29	Meadville Theological Seminary c/o F.C.Southworth Pres.
March	1	Rochester N. Y. c/o Dr. John Moore, Pastors Conference Central Presbyterian Church.
	2	New York Office

Noted
KP 2/28/20

INTERCHURCH WORLD MOVEMENT

INTERDEPARTMENT CORRESPONDENCE

DATE May 20, 1920.

FROM George E. Haynes
TO Mr. K. F. Phillips.
IN RE: Itinerary May 21 - 30.

MAY

Friday	21	En Route Knoxville, Tenn.
Saturd	22	Knoxville, Tenn Care A. M. E. Zion Conference
Sund	23	En Route Knoxville Tenn. to Washington.
Monday	24	Washington, D.C. Department Labor & 1710 T St N.W.
Tues.	25	New York 45 W. 18th St.
Wed.	26	Hampton Inst. Hampton Va.
Thurs	27	New York
Fri.	28	" "
Sat.	29	" "
Sun.	30	" "

This was done by M. S. C. 5/21/20

Please send copy to Mrs Haynes and telephone her upon receipt -

GEH:M

No. 89. VIII. 75. Mar. 1920.

INTERDEPARTMENTAL COMMUNICATION

Interchurch World Movement

Date June 5, 1920.

FROM George E. Haynes.
TO
RE: Itinerary.

JUNE # 3 - 6	New York City.	45 W. 18th St.,	
7-8	Chicago Ill .	Care Pilgrim Baptist Church	37th & IndianaAv.
9-12	Atlanta, Ga.	200 Auburn Ave.	
13	En route.		
14	Hollister, Mo	Care Mr. A. R. Elliott	
15	St. Louis, Mo	Care Pine St. Branch Y.M.C.A.	
16-24	New York.		
25	Hampton, Va.	Care Hampton Institute.	
26-30	New York City.		

OK
RP 6/7/20

No. 89. VII. 50. Feb. 1920.

INTERCHURCH WORLD MOVEMENT

INTERDEPARTMENT CORRESPONDENCE

DATE JUN 2 1920

FROM George E. Haynes
TO
IN RE: Itinerary

June 3 - 6 New York
7 - 8 Chicago, Ill.
9 - 12 Atlanta, Ga. 200 Auburn Ave.
13 En route
14 Hollister, Mo.
15 St. Louis
16 - 24 New York
25 Hampton, Va.
July 1 - 3 New York City.

Noted
XD 6/3/20

No. 89. VIII. 75. Mar. 1920.

INTERDEPARTMENTAL COMMUNICATION

Interchurch World Movement

Date June 24, 1920.

FROM George E. Haynes,

TO Mr. Karl F. Phillips - Mrs. E. Haynes.

RE: Itinerary June 24 - 28 - 1920.

June 24	Hampton Institute, Hampton, Va.
June 25	Washington, D. C.
June 26	Eagles Mere Park, Pa. Care Miss Mary E. Scott. Forrest Hotel.
June 27	New York 45 West 18th St.
June 28-2	" " " " " " .

RECEIVED
DEPARTMENT OF LABOR
JUN 25 1920

Director of Negro Economics

No. 89. VII. 50. Feb. 1920.

I T I N E R A R Y .

March

4	Columbia , S. C.,	c/o	J. S. Leevy, Tailor & Gents. Furnisher.
5	Do.		"
6	Charlotte, N. C.	c/o	Bishop G. W. Clinton, 415 N Meyers St.,
7	Do.		"
8	Do.		"
9	Atlanta, Ga.	c/o	W. A. Bell, 200 Auburn Ave.,
10	Do.		"
11	Do.		" In A.M.
12	Washington D. C.	c/O	Department of Labor
13	Do.		"
14	Do		1761 T. St. N. W.
15	N.Y.C.		Headquarters 45 W. 18th St.

Tentative Schedule.

September	13 - 15	New York.
	16 - 19	Washington.
	20 - 24	Pittsburgh
	25 - 27	Youngstown
	28 - 30	Chicago

October	1 - 2	Gary
	3	en route
	4 - 11	Washington
	12	Raleigh, N.C.
	13 - 14	Wilmington
	15 - 20	Atlanta
	21 - 31	Washington

~~TENTATIVE~~ ITINERARY - DR. HAYNES.

Nov. 2 - 6 Washington.

Nov. 7 - 13 New York City, 45 West 18th St.
Care of Interchuch World Movement.

Nov. 14 - 15 Washington, D.C.

Nov. 16 - ~~22~~ 19 Atlanta, Ga., Care of Will W. Alexander,
1612 Chandler Building.

Nov. 23 - 24 In rural districts. No mail or telegrams.

Nov. 25 En route

Nov. 26 Bluefield, West Va., Care of Bluefield Inst.

Nov. 27 - 28 Washington.

Nov. 29 - 30 ~~New York~~ File! Washington

Dec. 2-~~4~~ New York
Dec. 5-6 Boston Dec. 7-13 New York
Dec. 14-15 Washington
16-23 New York
24-26 Washington
27-31 New York

January 1 - 3 ~~Washington~~ New York

TENTATIVE ITINERARY - DR. HAYNES.

Nov. 2 - 6 Washington.

Nov. 7 - 13 New York City, 45 West 18th St.
Care of Interchurch World Movement.

Nov. 14 - 15 Washington, D.C.

Nov. 16 - 22 Atlanta, Ga., Care of Will W. Alexander,
1612 Chandler Building.

Nov. 23 - 24 In rural districts. No mail or telegrams.

Nov. 25 En route

Nov. 26 Bluefield, West Va., Care of Bluefield Inst.

Nov. ~~27 - 28~~ Dec 2 Washington.

~~Nov. 29 - 30~~ Dec 3 New York

Dec. 3.-12 New York

Dec. 13-15 Washington
16-23 New York
23-26 Washington
27-31 New York

January 1 - 3 Washington

Dec Dec - Dec 13-15

I T I N E R A R Y

March 24, Washington, Department of Labor

March 25, En route St.Louis - Train No. Leaving 12:25 midnight.

March 26 to 28 St.Louis, Mo. - Y.M.C.A., 2702 Lawton Street.

March 29, En route Washington.

March 30, Washington, D.C. - Department of Labor

March 31 to April 4, New York - 45 West 18th Street - Interchurch

April 5, Hartford, Conn. - Care R.A. Lawson, 111 Adelaid Street

April 6 to 10, New York - 45 West 18th St. - Inter.Church World M.

April 11, Philadelphia, Pa. 1839 - 22 St.

April 12 and 13, New York - 45 West 18th Street

April 14, En route to Atlanta, Ga.

April 15,16 and 17, Atlanta - 200 Auburn Ave., Care W.A. Bell.

April 18, En route New Orleans.

April 19, 20 and 21, New Orleans - 631 Baronne St., c/o R.E. Jones.

April 22, Jackson, Miss. - Care R.S. Grossley, Redman Bldg.

April 23, Grenada, Miss(?).

April 24, Memphis, Tenn.- Care T.O. Fuller, Howe Institute.

April 25, Nashville, Tenn. - Care of Fisk University

April 26, Louisville, Ky. - Care Howard Cree, 101 Todd Building

April 27, Cincinnati, Eighth Street Branch Y.M.C.A.

April 28 and 29, Washington - Department of Labor

April 30, New York - 45 West 18th Street.

TENTATIVE SCHEDULE

September	13 - 15	New York
	16 - 19	Washington
	20 - 24	Washington
	25 - 28	Atlanta
	29	Wilmington, N.C.
	30	Raleigh
October	1 - 2	Washington
	3	en route
	4 -11	Washington
	12	Pittsburgh
	13 - 14	Washington
	15 - 20	Washington
	21 - 31	New York.

Tentative Schedule.

September 13 - 15 New York.

16 - 19 Washington.

20 - 24 Washington ~~Pittsburgh~~

25 - 28 Atlanta ~~Youngstown~~

28 - 30 ~~Washington~~ ~~Chicago~~ Wilmington N.C.

30. Raleigh

October 1 - 2 Washington ~~Gary~~

3 ~~en route~~ "

4 - 11 Washington

12 Pittsburgh ~~Raleigh, N.C.~~

13 - 14 Washington ~~Wilmington~~

15 - 20 Washington ~~Atlanta~~

21 - 31 New York ~~Washington~~

TENATIVE SCHEDULE

September 13 - 15 New York

16 - 19 Washington

20 - 24 Washington

25 - 27 ~~Atlanta~~ Washington

28-30 Pittsburgh Pa ~~Wilmington, N.C.~~

30 ~~Raleigh~~

October 1 - 2 Pittsburgh ~~Washington~~

3 Washington

4 -11 Washington

12 New York ~~Pittsburgh~~

13 - 14 ~~Washington~~ "

15 - 20 ~~Washington~~ "

21 - 24 New York. "

24-28 Washington

G

HEADQUARTERS PORT OF EMBARKATION
NEWPORT NEWS, VIRGINIA
PORT MORALE OFFICE

July 2, 1919

Principal of the Summer School,
Hampton Normal and Agricultural Institute,
Hampton, Virginia

Dear Sir:

This office desires to assist the colored soldiers in securing employment that will better their condition. In your judgment would it be well to call their attention to particular kinds of employment by posters, lectures and otherwise? If so, what type of employment would you especially recommend to the average group of colored soldiers. Any information which you can give on this matter I assure you will be appreciated.

Very truly yours,

Paul B. Johnson

Paul B. Johnson
Captain, Medical Corps, U. S. A.
Port Morale Officer

WH-EH

Wrote
7/30/19

HEADQUARTERS PORT OF EMBARKATION
NEWPORT NEWS, VIRGINIA
PORT MORALE OFFICE

July 7, 1919

Mr. George P. Phenix, Vice Principal,
Hampton Normal and Agricultural Institute,
Hampton, Va.

Dear Sir:

This is to acknowledge receipt of your letter of the 5th. instant, notifying us of Dr. Haynes' visit.

Should it be possible I would like to have an officer of my staff meet Dr. Haynes, and talk with him personally in regard to the matter in question.

I thank you very much indeed for your early reply and expressed willingness to co-operate with us in this work.

Very truly Yours,

for Paul B. Johnson.

Paul B. Johnson,
Captain, Medical Corps, U.S.A.
Port Morale Officer

WBH-MH

Note GEP 7/14/19

R Capt Johnson 7/15/19 Engagement

22-0

E. R. H. O. K.

RECEIVED
DEPARTMENT OF LABOR
JUL 18 1919
Director of Negro Economics

Noted
EJH
7/19/19

Paris, Tenn.,

Mr. R. H. Hudson.

Mr. George C. Haynes.

Dear Sir with pleasure I am writing you these few line which leave me well and getting along fine. I am in Tenn. at work. I have a very fine job for the summer. I am still thanking you for your time and effort you put forth in getting me a place away from here though I heard from Mr Robertson in Cincinnati but it was so long until I had made other arrangement. though I think it would be great pleasure for me to leave Tenn. for a while just what I could learn and see some thing in the world. As I am a poor hard working girl and have not had the opportunity that some girls have had. I am thanking you Dr. Haynes and also Mrs. Haynes for your kindness. hoping you will be on the lookout for me just the same I am always glad to stay in touch with a good friend. I am very glad to hear from you at any time

I will close for this time

Your truly friend
Albert a Johnson.

My address for the Summer
C/o R. H. Hudson.

Miss Albert a Johnson.
Paris, Tenn.
C/o. R. H. Hudson.

Noted
GEH
7/31/19

July 29, 1919.

The following is a copy of the Clearance Bulletin of the U. S. Employment Service for the week ending June 26, 1919. It is prepared for the use of the State Directors in arranging for the Interstate clearance of applicants and opportunities.

This Bulletin is not a statement of labor surplus or shortage in a State as a whole. It is a compilation from the records of this Service, showing the applicants for jobs that cannot be placed within their State and the positions open that cannot be filled within the State. It is, therefore, limited in its scope and indicates merely the trend of employment conditions.

RECEIVED
DEPARTMENT OF LABOR
JUL 30 1919

Director of Negro Economics

E-578

July 30, 1919.

Capt. Hall B. Johnson,
Morale Officer, Port of Embarkation,
Newport News, Va.

My dear Capt. Johnson:

Please pardon my delay, this week, in sending you information as promised. Rush of things, after being away from my office for two weeks, has prevented an earlier letter.

Reports indicate that agricultural workers are wanted in Arkansas, Delaware, Maryland, Michigan and New York; blacksmiths, in Arkansas, Illinois and Louisiana; carpenters, in Arkansas, Illinois, Michigan, Oklahoma, Missouri and Louisiana; teamsters, in Arkansas, Delaware, Kentucky, Michigan, Oklahoma and Pennsylvania; laborers, in Arkansas, Connecticut, Massachusetts and Michigan; railroad workers, in Connecticut and Florida; and coal loaders, in Kentucky.

These are current reports for the week ending July 29 covering information up to July 26 for occupations in states where Negroes are employed in these occupations. For specific opportunities in definite localities, the men wanting jobs would have to apply to the nearest soldiers' placement bureau, and if any seeking jobs write here to this office before they start to their destinations, their requests will be forwarded to the Federal Director of a particular state, who will take it up with the nearest soldiers' placement bureau. This office also has touch with interested citizens in a number of the localities.

Yours very truly,

Director of Negro Economics.

h
p

HEADQUARTERS PORT OF EMBARKATION
NEWPORT NEWS, VA.
Port Morale Office.

August 8, 1919

Colonel Arthur A. Woods, Assistant to the Secretary of War, is attempting to get jobs for all discharged soldiers. He knows of many special openings for colored soldiers.

If you write to him for work, state that you are a discharged colored soldier, so that you can get the benefit of the special openings.

Colonel Arthur A. Woods,
War Department,
Washington, D. C.

. . . . . .

Dr. George E. Haynes, Director of Negro Economics, Department of Labor, Washington, D. C., who is working for the placing of discharged colored soldiers, says; that work for colored soldiers who have a trade, can be obtained as is stated below:

ARKANSAS wants Blacksmiths, Carpenters.

MICHIGAN wants Carpenters.

ILLINOIS wants Blacksmiths and Carpenters.

LOUISIANA wants Blacksmiths and Carpenters.

OKLAHOMA wants Carpenters.

MISSOURI wants Carpenters.

Laborers are wanted in most any part of the country, such as, Farm workers, Teamsters, Coal Loaders, Railroad workers, Iron workers, etc.

For further information write to:

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

. . . . . .

When you write to Colonel Woods, or Dr. Haynes, state your name and address and tell them what kind of work you want and what state you want work in, and they will attempt to get work for you.

HEADQUARTERS PORT OF EMBARKATION
NEWPORT NEWS, VIRGINIA
PORT MORALE OFFICE

August 9, 1919

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

My Dear Dr. Haynes:

I wish to acknowledge the receipt of your letter of July 30th, and thank you for information regarding employment for the discharged colored soldier.

I am inclosing a mimeographed copy of information contained in your letter, which I am distributing at this Port.

Very truly yours,

Paul B. Johnson

Paul B. Johnson,
Captain, Medical Corps, U. S. A.
Port Morale Officer

LMO-MH

RECEIVED
DEPARTMENT OF LABOR
AUG 11 1919
Director of Negro Economics

KP
16
U.S. Emp. Serv.
Moulay

8/28/19
GRH
KP

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

200 FIFTH AVENUE, ROOM 416, NEW YORK CITY

TELEPHONE: GRAMERCY 3978

SOUTHERN HEADQUARTERS: NASHVILLE, TENN.

RECEIVED
DEPARTMENT OF LABOR
AUG 9 1919
Director of Negro Economics

L. HOLLINGSWORTH WOOD, CHAIRMAN
R. R. MOTON, VICE CHAIRMAN
KELLY MILLER, VICE CHAIRMAN
JOHN T. EMLEN, VICE CHAIRMAN

WILLIAM H. BALDWIN, 3D, SECRETARY
A. S. FRISSELL, TREASURER
EUGENE KINCKLE JONES, EXECUTIVE SECRETARY
GEORGE EDMUND HAYNES, EDUCATIONAL SEC'Y

August 8, 1919.

Dr. George E. Haynes,
Director, Bureau of Negro Economics,
Department of Labor,
Washington, D. C.
Dear Dr. Haynes:

I am sending to you a copy of the statement sent out by the National Urban League concerning the riots. I shall be pleased to send you more if you can use them.

Sincerely yours,

Eugene Jones

note Gbt 8/23/19

STATEMENT GIVEN BY THE NATIONAL URBAN LEAGUE ON THE RACE CONDITIONS AT THE PRESENT TIME.

The race riots in Washington and Chicago are solemn warnings to our country of the dangers that we are facing in our own body politic. They emphasize anew the fact that after all, human relations can only be satisfactory when founded on conditions which are based on justice and equality.

Negroes in this country in their progress out of slavery have been subject to various disabilities, by-products of ignorance and prejudice, and misunderstanding. In the past Negroes have suffered from mob attacks on individuals for crime or alleged crime committed by the individual while the bulk of the Negro population was left unmolested; but at East St. Louis, Washington and Chicago, Negroes were attacked as a race and at Washington and Chicago, they retaliated as a race.

There are two ways to govern and control relations of men where friction occurs: One is the rule of the bayonet and the machine gun; the other, the rule of reason, even-handed justice, and cooperative endeavor.

The rule of the bayonet and the machine gun is oppression with its attendant train of evils and bitterness and suspicion. The other method entails upon our citizenship responsibilities of great weight and devotion to the public good and to our common humanity on the part of all elements in the population.

The conditions obtaining after a riot has started require the most effective and impartially strict administration of the law. Unfortunately both in Washington and Chicago, the colored people and

the whites who know the facts, are convinced, that the police have not administered their office with fairness. The Chicago riot seems to have started with the refusal of a white policeman to arrest the man accused of the almost deliberate murder of a colored boy. In contrast to this, we have accounts of a colored police officer killing a colored rioter who had shot at his white fellow officer and of Negro soldiers guarding white policemen and conducting them to safety.

It is the condition which makes for these racial outbreaks that demands the immediate attention of all public-minded men and women.

It will be recalled that the inadequate housing for the great newly arrived Negro population of Chicago, improper industrial conditions at East St. Louis and a state of racial distrust which had grown out of increasing division of the races in the capital of our nation produced the bitterness out of which the riots sprang. Only by improving the housing, health and recreation opportunities of the Negro at the same time that we demand of him the contribution of his hands and brain in industry can we look for fundamental improvement in race relations. Organized labor as well as organized capital must understand him and his human longings and both must give him justice and chance to make his contribution to the common life of our communities.

We feel it is the duty of every agency of public expression, public officials, especially those of the police departments, doctors, lawyers, clergymen, teachers, and all who have the opportunity to express themselves in public to bring to bear the forces of public opinion to rectify the abuses which produce conditions of distrust and almost of despair; and at the same time to use their influence to restore such measure of confidence as may be possible under conditions of excited thought and expression which have obtained in these past months.

New York
August 5, 1919.

OFFICE PHONE
MADISON 2227.

RESIDENCE PHONE
MADISON 6341-J

GILES B. JACKSON
ATTORNEY AT LAW
Practice in all Courts of Virginia and U. S. Courts
NOTARY PUBLIC WITH SEAL
511 NORTH SECOND STREET,
RICHMOND, VA.,

R Tyler 8/26/19

RECEIVED
DEPARTMENT OF LABOR
AUG 19 1919
Director of Negro Economics

August Sixteen,
Nineteen Hundred
Nineteen.

Dear Doctor Haynes:

Not having heard from you since our conference in Richmond several weeks ago I went to Washington last week with the hope of having further conference with you to find that you left the same morning for the west. I was in Washington again Thursday of this week but you had not returned.

I am very anxious to confer with you as I have a new plan that I am sure will be enacted in the law and I thought to confer with you as it would not be the best thing for us to have two different plans. I am certain when I shall have laid my plan before you you will accept it as being the better of the two, and I am satisfied sufficient influence will be brought to bear to have the President recommend it. I am further satisfied that every member of congress, whether Republican or Democrat, except perhaps a small percent, will endorse the proposition. It will suit the times and will have far seeing results.

I shall leave here for Atlantic City Monday and will stop over in Washington with the hope of seeing you. If you are not there, and should you return before the 29th, I would be glad if you would come to Atlantic City if this conference is worth while. I will remain in that city until the 29th. You may write or inquire for me at Mrs. Harrison Walker's 325 North South Carolina Avenue, Atlantic City. Perhaps you may not feel sufficiently interested in my plans to come to Atlantic City in the absence of full particulars, yet, you may be sure that I would not have taken the trouble to come to Washington to see you if the plans were not worthy of intelligent consideration from my viewpoint and others to whom I have mentioned it.

With best wishes, I am

Very truly yours,
Giles B. Jackson

Dr. George E. Haynes,
Director Negro Economics,
Department of Labor,
Washington, D. C.

August 26, 1919.

Giles B. Jackson, Esq.,
c/o Mrs. Harrison Walker,
325 North South Carolina Avenue,
Atlantic City, N. J.

Dear Mr. Jackson:

I regret that I was unfortunate in not being in the city when you took the trouble to come, as I am deeply interested in your plans. I am just back from an investigation of labor conditions following the riots in Chicago, and will not be able to leave again soon. However, if you come from Atlantic City on the 29th and will stop here on the 30th, I shall be glad to see you. Please let me know at once if you will come, and the hour at which I may expect you. I am going to be away for a little rest over Labor Day and will not be back to the office before September 2.

Awaiting your pleasure, I remain

Yours very truly,

Director of Negro Economics.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 28, 1919.

Capt. Paul B. Johnson,
Morale Office, Port of Embarkation,
Newport News, Va.

My dear Capt. Johnson:

I thank you for your letter of August 9 and the schedule which you enclosed.

I have just received the Clearance Bulletin for the week ending August 26 and have made a digest from it, for your use, as follows:

Agricultural workers are wanted in Cal., Conn., Ill., Md., Mass., N. C., N. Dak., Ohio, S. Dak., Tex., Va., Wis., and Washington, D. C.; blacksmiths in Ill., Md., Ohio, Va., and Washington, D. C.; carpenters in Conn., Ill., Mich., Ohio, Pa., S. C., S. Dak., Tex., and Va.; ship carpenters in Wis., Wyo., and Washington, D. C.; coal miners in W. Va., and Wyo.; hotel and domestic workers in Cal., Ga., Idaho, Ill., Ind., Mass., Mont., Nebr., Nev., N. J., N. Dak., S. Dak., and Wis.; laborers in Cal., Conn., Del., Idaho, Maine, Md., Mass., Nev., N. Mex., and N. C., Oreg., R. I., S. Dak., Tex., Utah, Wis., and Washington, D. C.; railroad workers in Cal., Oreg., and Wash.; and sawmill laborers (750 colored) in Miss.

I hope this list will be of value to you.

Yours very truly,

Director of Negro Economics.

RP

RECEIVED
DEPARTMENT OF LABOR
AUG 28 1919
Director of Negro Economics

August 26, 1919.

The following is a copy of the Clearance Bulletin of the U. S. Employment Service for the week ending August 23, 1919. It is prepared for the use of the State Directors in arranging for the Interstate clearance of applicants and opportunities.

This Bulletin is not a statement of labor surplus or shortage in a State as a whole. It is a compilation from the records of this Service, showing the applicants for jobs that cannot be placed within their State and the positions open that cannot be filled within the State. It is, therefore, limited in its scope and indicates merely the trend of employment conditions.

E-601.

CLEARANCE BULLETIN WEEK ENDING

August 26, 1919.
Based on Clearance Telegrams, Dated August 23, 1919.

Interstate clearance is authorized of all items on this sheet. Communicate with the Federal Directors of the states named for details. All Interstate transfers executed on the basis of this Bulletin must be reported at the end of each week to Director, Division of Operations, Washington, D. C.

Government transportation must not be used without special authorization from the Administrative Offices.

STATE	APPLICANTS	POSITIONS
AGRICULTURE		
Cal.		120
Colo.	100	
Conn.		250
Ida.	50	
Ill.		10
Ind.	4	
Iowa	Indefinite	
Me.	3	
Md.		28
Mass.		30
Mont.	400	
N. C.		200
N. D.		500
Ohio		30
Ore.	150	
S. D.		50
Tex.		3000
Utah	8	
Va.		400
Wis.		193
D. C.		20
AUTO MECHANICS		
Colo.	30	
Conn.		20
Del.		5
Ind.	114	
Mont.	30	
N. H.	1	
N. C.	30	
S. C.		4
Tex.	15	
Utah	2	
Vt.		2
D. C.		15
BLACKSMITH		
Ill.		3
Ind.	10	
Md.		10
N. H.	1	
N. M.		1
Ohio		3
Ore.	30	
Va.		8
D. C.		5
BOILERMAKER		
Ala.		3
Del.		15
Md.		10
S. C.		5
Va.		15
BRICKLAYER		
Ala.		15
Colo.		40
Ga.		50
Ill.	50	
Ind.	23	
Ky.		20
La.		25
Ohio		200
Pa.		100
S. C.		45
Va.		125
D. C.		35
BRIDGE WORKER		
Ala.	5	
Ind.	24	
Ohio		17
Va.	15	
CARPENTER		
Conn.		50
Ill.		75
Ind.	3	
La.	100	
Mich.		200
N. H.	1	
Ohio		155
Ore.	150	
Pa.		100
S. C.		50
S. D.		50
Tex.		25
Utah	3	
Va.		50
Ship		18
Wis.		125
Wyo.		25
D. C.		25
CEMENT WORKER		
S. C.		20
S. D.		10
Utah	4	
Wis.		46
CHAUF. & TEAMSTERS		
Ala.		30
Cal.		25
Conn.		200
Del.		100
Ga.		200
Ida.		100
Ky.		35
Mass.		46
Mich.		300
Miss.		10
N. H.		1
N. J.		150
N. M.		15
Ohio		100
Pa.		100
S. D.		5
Tex.		15
Vt.		1
Wash.		200
W. Va.		50
D. C.		200
CLERICAL		
Ala,		100
Cal.		50
Colo.		40
Conn.		200
Del.		50
Ga.		100
Ida.		100
Ill.		150
Ind.		198
Kans.		~~100~~
Ky.		50
Me.		8
Md.		10
Mich.		300
Miss.		50
Mo.		100

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STATE	APPLI-CANTS	POSI-TIONS
CLERICAL(Cont'd)		
Mont.	200	
Nev.	200	
N. J.	100	
N. M.	20	
N. C.	45	
Ohio	Indefinite	
Ore.	200	
Pa.	100	
S. C.	20	
Tex.	15	
Utah		1
Vt.	12	
Va.	400	
Wash.	250	
W. Va.	150	
Wis.	19	
D. C.	300	
COAL MINERS		
Ind.	2	
Utah		10
W. Va.		4000
Wyo.		150
COPPERSMITHS		
Pa.		25
Tex.		10
DRAFTSMEN		
Ida.		4
N. C. Loco.		1
Pa.		15
S. C.		3
Tex.		2
ELECTRICIANS		
Ill.		3
Ind.	19	
Mich.	25	
Ore.	75	
Utah	2	
ENG. & FIREMEN		
Ala.	35	
Colo.	10	
Ida. Civil		3
Ind.	91	
N. C.	3	
Utah	1	
HOTEL & DOMESTIC		
Cal.		75
Ga.		100
Ida.		10
Ill.		50
Ind.		94
Mass.		150
Mont.		125
Neb.		20
Nev.		50
N. H.	1	
N. J.		25

STATE	APPLI-CANTS	POSI-TIONS
HOTEL & DOMESTIC(Cont'd)		
N. D.		10
S. D.		75
Utah	4	
Wis.		339
LABORERS		
Ariz.	Indefinite	
Cal.		100
Colo.	80	
Conn.		100
Del.		100
Ga.	(W)300	
	(C)600	
Ida.		200
Ill.	350	
Ind.	40	
Iowa	Indefinite	
Ky.	300	
La.	3000	
Me.		20
Md.		300
Mass.		870
Mich.	300	
Mont.	200	
Nev.		300
N. H.	1	
N. M.		40
N. C.		300
Ohio	Indefinite	
Ore.		400
R. I.		25
S. D.		100
Tex.		300
Utah		11
Vt.	2	
Va.	Indefinite	
Wis.		1000
D. C.		300
MACHINISTS		
Ala.	Marine	8
Conn.	50	
Del.	R.R.	30
		50
Ind.	56	
Mass.	400	
N. H.	1	
R. I.		7
Tex.		15
Va.		20
Wash.		40
Wyo.	R.R.	30
MACHINE TOOL HANDS		
Ala.		4
Conn.	175	
Ind.	95	
Mich.	300	

STATE	APPLI-CANTS	POSI-TIONS
MOLDERS		
Ala.		10
Conn.		20
Ill.		20
Ind.		24
Ohio		30
Ore.	25	
Tex.		8
Vt.		10
Va.		15
ORE MINERS		
Ida.		50
Ore.	1	
S. D.		200
PAINTERS		
Del.		25
Ind.	12	
Mich.	25	
N. H.	1	
N. J.		10
N. C.		15
Ohio		11
S. C.		2
S. D.		10
Vt.	1	
Va.		25
PATTERNMAKERS		
Ill.		4
Ind.	2	
Wis.		4
PIPEFITTERS		
Ala.	5	
Ind.	19	
N. C.		6
Va.	10	
Wis.		18
PLUMB. & STEAMFITTERS		
Ala.		5
Ind.		2
Mich.	40	
N. H.	1	
Ohio		10
PRINTERS		
Neb.		1
S. C.		5
S. D.		5
Tex.		3
RAILROAD WORKERS		
Cal.		75
Ind.	150	
Ore.		600
Wash.		300

STATE	APPLI-CANTS	POSI-TIONS
RIVETERS		
Ala.		10
Del.		75
La.		15
S. C.		3
ROOFERS		
Ga.		25
Ind.		10
Ohio		50
SALESMEN		
Ky.	20	
La.		6
Md.	1	
SHEETMETAL WORKERS		
Ala.	5	
Colo.	40	
Ill.		40
Ind.		15
Me.	2	
Mich.		100
N. J.		4
N. C.		6
Ohio		15
S. C.		20
D. C.		10
SHIP WORKERS		
Cal.	50	
Ga.	350	
Me.	10	
N. C.		10
Ore.	600	
S. C.		14
SHOE WORKERS		
N. H.	3	
Va,		5
STONE & MARBLE		
Ind.		5
S. C.		1
TEXTILE WORKERS		
R. I.	1	2
WELDERS		
Ala.	E.	4
Conn.		5
Ind.	3	
Mich.		
WOODSMEN		
Ida.		60
Miss.		300
Nev.		150
N. C.		45
Ore.		700
W. Va.		100
Wis.		470

STATE	APPLI-CANTS	POSI-TIONS
WOODWORKERS		
Ill.		50
Ind.	70	
Me.		10
Wis.		68
MISCELLANEOUS		
ALABAMA		
Cabinet makers	4	
Chemists	2	
Linemen(Electric)		10
Mechanical Engineer	1	
Riggers	5	
ARIZONA		
Cotton pickers	Indefinite	
CALIFORNIA		
Factory workers		75
COLORADO		
Building trades		50
DELAWARE		
Car repairmen(Wood & Steel)		30
GEORGIA		
Stenographers(First class)		25
Waitresses(White)		15
IDAHO		
Building trades		20
Construction		200
Fruit pickers & packers		100
Sawmill laborers		60
IOWA		
Stenographers(Female)	Indefinite	
KENTUCKY		
Cabinet makers		10
Linemen	20	
LOUISIANA		
Manager		1
MAINE		
Building trades	6	
Food	2	
Hat blocker		1
Professional	18	
Tailor		1
MARYLAND		
Auditor	1	
Acetylene Burners		15
MASSACHUSETTS		
Building trades		326
Boys		10

STATE	APPLI-CANTS	POSI-TIONS
MASSACHUSETTS(Cont'd)		
Female Stenographers		15
Factory help		401
Painters (Auto)		25
Upholsterers		45
MICHIGAN		
Boys	300	
Handymen	200	
Machine Hands helpers	100	
MISSISSIPPI		
Car repairmen	25	
Cotton pickers		500
Sawmill labor(Colored)		750
NEBRASKA		
Comptometer opr.		2
Drug clerk		1
Stenographers		20
NEW JERSEY		
Auto finishers & strippers		1
Baker		1
Bologna maker		1
Cook		2
Drop forge men		10
Fitters on structural steel		12
General housework		6
Radiator repairman		2
Waitress(Hotel)		15
NEW MEXICO		
Housekeepers		9
NORTH CAROLINA		
Casual workers	50	
Toolmakers		4
NORTH DAKOTA		
Threshers		Indefinite
OHIO		
Cabinet makers		4
Rubber workers		Indefinite
PENNSYLVANIA		
Cabinet makers		100
Helpers	200	
Mechanical & Const'n Draftsmen		15
Riveting gangs		100
SOUTH CAROLINA		
Angle workers		1
Auto painters		6
Barbers		5
Butchers		1
Bookkeepers	1	
Druggist		1
Insurance soliditors		10
Jewelers		2
Linotype operators		2

STATE	APPLI-CANTS	POSI-TIONS
SOUTH CAROLINA(Cont'd)		
Mechanical dentist		1
Paper hangers		6
Power Machine Oprs(Female)		100
Rivet heaters		10
Sign Painters		4
Upholsterers		3
Vulcanizers		1
SOUTH DAKOTA		
Cabinet makers		2
School teachers		50
Threshers		150
TEXAS		
Bridge carpenters		20
Stenographers		5
VERMONT		
Physician	1	
Teachers		29
VIRGINIA		
Bldg. Trade helpers	10	
Binders workers		15
Cranemen	1	
Horse-shoers		3
Operators Tobacco Factory		350
Power machine operators		25
Piano player(theater)		1
Pulp wood cutters		20
Stenographers & typists		5
WISCONSIN		
Folders		52
DISTRICT OF COLUMBIA		
Drug clerks		20
Pharmacists		10
Stenographers		15
STATES NOT REPORTING		
FLORIDA		
MINNESOTA		
TENNESSEE		

STATE	APPLI-CANTS	POSI-TIONS
TO LATE TO CLASSIFY		
ARKANSAS		
Auto mechanic		1
Architects		2
Baker		1
Brickyard workers		18
Blacksmiths		2
Boilermaker		1
Carpenter(Cabinet maker)		2
Cement worker		1
Clerical	2	
Car repairers		6
Cleaner & presser		1
Cooper	1	
Draftsmen		2
Druggists		2
Electricians		8
Eng. & Firemen	1	
Express truck body builders		5
Erecting millwright		2
Harness makers		2
House girls		5
Horse collar makers		2
Laborers		100
Livery men	1	
Machinists(Railroad)		6
Molder		1
Mattress finishers		2
Photographic Retouchers		1
Quarrymen		26
Road building foreman	1	
Railroad workers	2	
Stone & marble		3
School teachers	2	
Surveyors		6
Saddle makers		2
Tailor		1
Teamsters		50
Upholsterers		2
Vulcanizer	1	
Woodmen		246
Wood pattern makers		1
Wood finishers		1
KANSAS		
Aero mechanic		1
Auto mechanics		2
Blacksmith		1
Bricklayer		15
Bookkeepers	5	
Carpenters		34
Clerical	2	
Electricians		1
Electrical engineer	1	
Embalmer	1	
Farm hands		20
Granite & marble letterer		1
Laborers		111
Landscape gardener		1
Machinists		20
Printer operator		1
Press feeders		2
Printers		3

STATE	APPLI-CANTS	POSI-TIONS
KANSAS(Cont'd)		
Stationary engineer	1	
Teachers		12
Truck drivers	6	
Tool makers		3
Vulcanizers	1	
NEW YORK		
Apprentices	14	
Clerical	1218	
Chauffers	49	
Elevator operators	13	
Helpers	20	
Hotel & Domestic	39	
Laborers		22
Shipping clerks	20	
Teamsters	15	
Textile workers		30
Watchmen	31	
OKLAHOMA		
Auto mechanics	9	
Bakery workers		8
Carpenters		3
Clerical	40	
Chauffeurs	15	
Hotel & Domestic		49
Laborers		47
Teamsters	12	
Sales people	14	

U. S. DEPARTMENT OF LABOR
U. S. Employment Service,
WASHINGTON.

SUPPLEMENTARY BULLETIN OF TECHNICAL AND PROFESSIONAL OPPORTUNITIES.

ARKANSAS.

(This cancels previous report from Arkansas.)

Draftsman,	1	Little Rock,	Arranged	Motor Car Corp.,
Draftsman,	1	Little Rock,	$150. mo. up,	Road Construction,
Architects,	4	Pine Bluff,	$150. mo. up,	Contractors,
Photo retoucher,	1	Little Rock,	$25. wk.	Photographer,
Surveyors,	6	Miss. River,	$99.99 mo. and board.	Government,

Little Rock College, Little Rock, H. A. Heayney, President, --
Instructor of Civil Engineering to teach first year of course. (Salary not stated.)

Central College, Conway, J. W. Conger, President, --
Director of Music, (Man or Woman) Must be a member of Baptist Church. Must teach piano and be good in public performance. (Salary determined by negotiation.) Must be present by September 5th.

COLORADO.

Colorado College, Colorado Springs, C. D. Dunniway, --
Instructor or Assistant Professor of Physics. Must have M. A. degree, preferably Do corate. ($1600-1800 depending on training, experience, etc.) School opens September 23rd.

CONNECTICUT.

Kent School, Kent, F. H. Sill, Headmaster, --
Head of Department of Math : ($1500. and all expenses at school.) School opens September 16th.

GEORGIA.

Shorter College, Rome, A. W. Van Hoose, President, --
Teacher of Biology, Must Hold M. A. degree. (Women - man acceptable.) ($1000-1500.)

Shorter College, Rome, A. W. Van Hoose, President, --
Teacher of Modern Languages (French - Spanish) Must hold M. A. degree, (Women preferable - man acceptable.) ($1000-1500.)

- Applicants for both the above should write fully stating age, educational advantages, teaching experience, church affiliation, married or unmarried, give references and send photograph.

ILLINOIS.

Occupational Therapist,	1	Ill.	$65. room and board.	
Social field worker,	1	Ill.	$75. room and board.	University training.
Manual training,	1	Ill.	$84. month,	
Band Teacher,	1	Ill.	$75. month,	
Manual Training,	1	Minn.	$125. - 150. month.	Normal Graduate,
Physical training Athletic Coach,	1	Minn.	$125. - 150. month.	College graduate,
Subnormal pupils,	1	Minn.	$125. - 140. month.	Special training,
Primary,	1	Mo.	$900. annum,	Normal graduate,
Grammar with M.T.	1	Mo.	$1000. annum,	Normal graduate,
Principal-M.T.	1	Wis.	$1400. annum,	
Science,	1	S.Dak.	$1200. annum,	
Mech. Instruc.	1	Wis.	$1750. annum,	
High School,	1	Iowa.	$100-120. month,	4 yr. College Graduate,
H. S. Math.,	1	Ill.	$1400. annum,	College graduate,
Principal,	1	Okla.	$1125. or more,	
Principal,	1	Okla.	$125. month,	
Principal,	1	Okla.	$125. month,	

Latin, Ancient History, Modern History and English,	1	Mich.	$90-.00. Month,	
French-Spanish,	1	Mo.	$85. month,	
History-Athletics,	1	Pa.		
Eng.-History-Athletics,	1	Ariz.		H. S. & college graduate,
Latin, Spanish and orchestra work,	1	Ariz.		H. S. & college graduate,
Jr. College Science,	1	Mo.	$80. mo.& living,	M. A. degree,
Jr. College,Math.,	1	Mo.	$80. mo.&living,	M. A. degree,
Jr. College Languages,	1	Mo.	$80. mo.& living,	M. A.degree,
H. S. Principal, Latin,French & History,	1	Ill.	$80. month,	
Physiography and comm'l geography,	1	Ill.		
Finance & business economics,	1	Wis.		College training,
Marketing,	1	Wis.		College Training,
Accounting,	1	Wis.		
Retailing, Commercial Adv. Priv.Secy.work,	1	Wis.		
Math. Science, Latin, History and Dom.Science,	3	S. Dak.		
Mech. Engineer,	2-3	New York.		Able to do design work.
Business Manager,	1	Iowa.		
Writing prescriptions,	1	Iowa.		Over 35 years.
Detailing plans of simple structures,	1	Okla.	$150-175. month,	
Arch. (Dr. & Eng.)	Sev.	Del.	$150-250. month,	Over 45 years,
Mech. Engineer,	1	Pa.		
Designers-draftsmen,	Sev.	Pa.	$25-40. wk.	3 yrs. experience,
Physician,	1	N.Dak.		

IOWA.

Central College, Pella, M. J. Hoffman, President, --

Teacher of Modern Languages. (Woman) Must be a lady of Christian character and a member of a Christian church. Work mostly German and French, possibly a call for Spanish. (Salary not stated.)

The State University of Iowa, Iowa City, George Frederick Kay, Dean, --

Instructors in Chemistry to teach medical students. (Initial salary $1400. to $1500.)

Iowa Wesleyan College, Mt. Pleasant, Samuel Weir, Dean, --

Teacher of Mathematics, (Man) M. A. degree required. (Salary not stated.)

Teacher of History, (Man) M. A. degree required. (Salary not stated.)

Teacher of French and Spanish, (Woman) M. A. degree required. (Salary not stated.)

KANSAS.

Teacher, (Rural) 7th & 8th grades,	1	(M) Towanda,	$80-100. month,	
Physical Education,	2	(M) Wichita,	$1350-1500 yr.	Must be ready to start Sept.8, 1919.
H. S. Teachers,	2	(M) Wichita,	$125. month.	

Southwestern College, Winfield, Albert E. Kirk, President, --

Professor of Philosophy and Education.($1500. plus summer school work which should yield $300. additional.)

MICHIGAN.

Michigan College of Mines, Houghton, F. W. McNair, President, --

Instructor in Dept. of Math. and Physics. Contact with practical things will be a recommendation. ($1200-1500.)

Assistant Professor in Dept.of Math. and Physics. Contact with practical things will be a recommendation. . ($1500-2000.)

Assistant Professor in Dept. of Mechanical and Electrical Engineering. Practical experience desired. ($1500-2000.)

--- Applicants for the above should make out applications, etc., in duplicate. One to be forwarded to Michigan College of Mines, Houghton, Mich., and the other to F. W. McNair, care Wind Tunnel, Bureau of Standards, Washington, D. C.

NEBRASKA.

Hastings College, Hastings, R. B. Crone, President, --
Athletics and Physical Training. Must be member of some evangelical church. Must have college degree. ($1600.)

NORTH CAROLINA.

Weaver College, Weaverville, D. S. Hogg, President, --
Teacher of Mathematics, ($700. board and room.) School began August 14th Must have at least A. B. degree from credited college.

OHIO.

(This cancels previous report from Ohio.)

Agr. Eng.,	1	W. Raleigh, N. C.	Arranged	Prof,
Auditor,	1	Dayton,	Arranged	
Arch. draftsmen,	6	Cincinnati,	$30-50. wk.	
Arch. draftsman,	1	Cincinnati,	$25-40. wk.	
Bookkeeper,	1	Newcomerstown,	Arranged	
Bookkeeper,	1	Cuyahoga Falls,	Arranged	
Phar.-Chemist,	1	Cincinnati,	$1800-2500. yr.	
Chem.-Researchman,	1	Cleveland,	Arranged	
Dentist,	1	Ft. Recovery,	Arranged	
Des.-Draftsmen,	3	Cuyahoga Falls,	Arranged	
Des.-Draftsman,	1	Cleveland,	$175-200. mo.	
Designer,	1	Kenton,	$20. wk.	Sign makers.
Struc. draftsmen,	4	Bellefontaine,	Arranged	
Struc. draftsmen,	3	Cincinnati,	$35. wk.	
Draftsmen,	6	Cleveland,	$150. mo.	
Draftsman,	1	Akron,	$125.-175. mo.	
Mech. draftsmen,	2	Mansfield,	$1200-1800. yr.	
Draftsman,	1	Cincinnati,	$75-150. mo.	
Draftsman,	1	Hamilton,	Arranged	
Draftsman,	1	Akron,	$150. mo.	
Draftsmen,	2	Mt. Gilead,	$100. mo.	
Draftsmen-Mech.Eng.	1	Akron,	Arranged	
Mech. draftsman,	1	Cleveland,	$140. mo.	
Licensed engineer,	1	Coshocton,	$150. mo.	Plant located at New Philadelphia.
Mine foreman,	1	Cleveland,	Arranged	
Mech. Engineer,	1	Cleveland,	$175-250 mo.	
Employment Manager,	1	Mansfield,	$2000. yr.	
Hide buyer,	1	Zanesville,	Arranged	
Insurance Agents,		Columbus,	Arranged	
Reporter,	1	Lima,	$27. wk.	
Mfg. Pharmacists,	1	Cleveland,	Arranged	
Drug tablet foreman,	1	Cincinnati,	$25-40. wk.	
Physician,	1	Aurora,		Resident
Physician,	1	Beaver,		Resident
Production Supt.	1	Canton,	$150-200. mo.	
Production Supt.	1	Cleveland,	$100-150. mo.	
Experimental Researchman,	1	Cleveland,	$150-250. mo.	
Rate Setter,	1	Cleveland,	$125-200. mo.	
Superintendent,	1	Newark,	$1200-2400. yr.	Fertilizer plant,
Superintendent,	1	East Liverpool,	$150. mo.	Bldg. construction,
Asst. Supt.	1	Springfield,		Printing,
Shop Superintendent,	1	Cleveland,	$150. mo.	
Salesman,	1	Springfield,	$150. mo.	Agr. Implements,
Salesman,	1	Office supplies,		Office supplies,
Salesman,	1	Cleveland,	$15-30 wk.	Printing
Salesman,	1	Tiffin,	$100-150 mo.	
Salesman,	1	Cleveland,	$100-150 mo.	
Salesman,	1	Ft. Wayne, Ind.		Western Ohio,
Salesman,	1	Canton,	$100-125. mo.	
Salesman,	1	Warren,	Commission,	Stock,
Salesman,	4	Greenfield,	Commission,	
Salesman,	1	Lawrenceberg, Ind.	$4000-6000. yr.	Flour,
Salesman,	1	Cleveland,	Arranged	
Salesman,	1	Oak Hill,	$100-150. mo.	
Salesman,	1	Springfield,	Arranged	
Salesman,	1	Cincinnati,	Arranged	
Salesman,	1	Cincinnati,	$100. mo.	
Salesman,	1	Cincinnati,	$100. & commission	Stoves,
Salesmen,		Phila., Pa.	$18-36. wk.	Books-Bibles,
Salesman,	1	East Palestine,	$4000. yr.	Tires - rubber.

Salesman,	1	Cleveland,	$3500-7500-yr.	
Salesman,	1	Detroit, Mich.	Commission,	
Salesman,	1	Pittsburgh, Pa.	Arranged	Contractors supplies.
Salesman,	1	Dayton,	Commission	
Salesman,	1	Troy,	Arranged	
Sales engineer,	1	Cleveland,	$100-200. mo.	
Sales engineer,	2	Cleveland,	$2500-4000. yr.	
Salesman,	1	Cleveland,	$1500-2500. yr.	Estimator,
Gen. Manager,	1	Cleveland,	$2000-5000. yr.	Sales Manager,
Topographical surveyors,		Akron,	Arranged	
Undertaker,	1	Seville,	$80.	Licensed
Window trimmer	1	Springfield,	$25-35. wk.	
Biology & history,	1	Spencer,	$100. mo.	High school,
English & history,	1	Benton Ridge,	Not stated	8 mo. school.
Algebra & Geom,	1	Benton Ridge,	Not stated	8 months school.
All grades,	1	Pleasant Twp.,	$65-75. mo.	8½ mo. school.
4th-8th grades,	1	Midway Village,	$100. mo.	8 mo. school.
Antiock College,	1	Chem.-Physics.	Not stated.	9 months.
Eng. & History,	1	Mt. Gilead,	$90-100. mo.	9 months.
Math. & Science,	1	Mt. Gilead,	$90-100. mo.	9 months.
French-English,	1	Galena,	$90-100. mo.	9 months.
Latin-Physics,	1	Galena,	$100-110. mo.	To act as Principal,
Physics,	1	Grove City,	$125. mo.	8½ months - man.
Physics,	1	Wellston,	$100-125. mo.	9 months,
Asst. Principal,	1	Pharisburg,	$70. mo.	10 months,
All grades,	1	Rural school,	$70. mo.	8 months.
All grades,	1	Rural school,	$60. mo.	8 months,
Gen.Sci.Biology,	1	Caldwell,	Not stated	Some bookkeeping,
Alg.Geom.Agr.,	1	Benton Ridge,	Not stated	8 months.
Gen. Science,	1	Bellevue,	$1050. yr.	9 months.
Latin-English,	1	Wellston,	$100-125. mo.	9 months.
Asst. Principal,	1	Fulton High School,	$85. mo.	
Gen. Sci.Biology and Alg.	1	Morral High School,	$100. mo.	9 months.
7th grades,	1	Grand Rapids,	Not stated,	8 months,
Grade work,	2	Morraw County,	Not stated.	8 months,
Gradework,	12	Del. Co.	$75. mo.	8 months.
all grades,	1	Canton,	$80-100 mo.	Stark county,

OKLAHOMA.

The University of Oklahoma, College of Engineering, J. H. Felgar, Dean, --

Instructor of civil engineering, ($1200. for 9 months, with the summer months free for commercial work.)

Assistant Professor of civil engineering, ($1700. for 9 months.)

Possibly - Associate Professor of civil engineering, ($2100. for 9 months.)

Phillips University, East Enid, I. N. McCash, President, --

Teacher of Latin and Spanish. Must have the pedagogy of the subjects which are taught. ($1100. for school term of 11 months, if the teacher desires to teach in summer session.)

OREGON.

Albany College, Albany, Wallace H. Lee, President, --

Two teachers of Biological subjects and Modern Languages, expecially French and Spanish. (Can offer $1500.) Postgraduates, men or women who are active Christian people. Protestant.

University of Oregon, Eugene, P. L. Campbell, President, --

Man to take charge of University Infirmary. Direct corrective work in Department of Physical Training for men. ($3000. yr.) Must have regular medical degree.

Instructor in Department of Chemistry. Preferably Ph. D. degree. ($1600.)

PENNSYLVANIA.

Swarthmore College, Swarthmore, Prof. G. F. Blessing, --

Man to take charge of shop work. Required to teach machine shop work, pattern making and elementary forge and foundry work. (Salary for college year - 10 months $1400-1800.) Communications should be addressed to Prof. Blessing, Onekama, Portage Point, Michigan.

Lafayette College, Easton, John H. MacCracken, President, --

Instructor of French, Instructor of Spanish, Instructor of Economics, Instructor of Civil engineering, Instructor of Electrical Engineering. (Salaries $1400-1600.)

Pennsylvania College, Gettysburg, W. A. Granville, President, --
Professor and Head of Department of Mathematics for one year.
Ph. D. desired. Must be protestant. ($1800. to right man.)

TEXAS.

Wesley College, Greenville, G. F. Winfield, President, --
Teacher of Shorthand, Typewriting and Business Course. (Man or Woman)
($100. mo.) Prefer to make contract on basis of a minimum. Must be of
Christian character. School begins Sept. 1st.)

Baylor College (for Women) Belton, J. C. Hardy, President, --
Head of Departnebt of History and Political Science. Ph. D. desired.
($2400; for whole year - to remain thru summer session.)
Head of Department of English in Academy, ($1000.)
Head of Home Economics Department. ($1300.)

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CLEARANCE BULLETIN WEEK ENDING

July 29, 1919.

The following is a copy of the Clearance Bulletin of the U. S. Employment Service for the week ending June 26, 1919. It is prepared for the use of the State Directors in arranging for the Interstate clearance of applicants and opportunities.

This Bulletin is not a statement of labor surplus or shortage in a State as a whole. It is a compilation from the records of this Service, showing the applicants for jobs that cannot be placed within their State and the positions open that cannot be filled within the State. It is, therefore, limited in its scope and indicates merely the trend of employment conditions.

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CLEARANCE BULLETIN WEEK ENDING

July 29, 1919.
Based on Clearance Telegrams, Dated July 26, 1919.

Interstate clearance is authorized of all items on this sheet. Communicate with the Federal Directors of the states named for details. All Interstate transfers executed on the basis of this Bulletin must be reported at the end of each week to Director, Division of Operations, Washington, D. C.

Government transportation must not be used without special authorization from the Administrative Offices.

STATE	APPLICANTS	POSITIONS
AGRICULTURE		
Ariz.	Indefinite	
Ark.		135
Conn.		250
Del.		20
Ill.	5	
Ind.		28
Iowa	Indefinite	
Kans.		5
La.		500
Md.		6
Mass.	65	
Mich.		25
Mont.	1200	
Nev.		100
N. M.		20
N. Y.		80
Wis.		125
AUTO MECHANICS		
Ark.		3
Conn.		6
Del.	30	5
Fla.	25	
Ill.		2
Ind.	114	
La.		5
Mont.	50	
R. I.	2	
S. C.		8
BLACKSMITHS		
Ark.		5
Conn.		5
Ill.		4
Ind.	1	
Ky.	10	
La.		25
Md.		10
BOILERMAKERS		
Del.		4
Fla.		5
Ky.	15	
La		40
Md.		8
Okla.		10
Wash.	RR	40
BRICKLAYERS		
Ky.	20	
Mo.	150	
Okla.		5
S. C.		5
Wis.		4
BRIDGE WORKERS		
Ark.		10
Ill.		7
Ind.	23	
Ky.	20	
CARPENTERS		
Ark.	2	1
Conn.	20	
Ill.		68
Ind.		36
Kans.		2
La.	250	
Mich.		50
Mo.	150	
Neb.		100
N. Y.		28
Okla.		6
Wis.		95
Wyo.		30
CEMENT & CONCRETE		
Ill.		5
Ind.		24
S. C.		20
CHAUF. & TEAMSTERS		
Ark.		65
Del.	25	
Fla.	100	
Kans.	1	
Ky.	30	
Mass.	190	
Mich.	250	
N. M.	15	
Okla.	26	
Pa.	50	
Wash.	50	
CLERICAL		
Ariz.	Indefinite	
Ark.	55	9
Conn.	150	
Del.	20	
Fla.	100	
Ill.	20	
Ind.	47	
Ky.	50	
La.	25	
Mass.	240	
Mich.	200	
Mo.	100	
Mont.	300	
Nev.	100	
N. M.	20	
N. Y.	1544	
Okla.	35	
Pa.	150	
R. I.	2	
Wash.	100	
W. Va.		150
Wis.	34	
COAL MINERS		
Ind.	1	
Ky.		100
W. Va.		6500
Wyo.		30
COPPERSMITHS		
Md.		10
Pa.		5
DRAFTSMEN		
Ark.		4
Wis.		3
ELECTRICIANS		
Conn.	5	
Del.		3
Ill.		1
Ind.	17	
Kans.	1	
Me.	1	
S. C.		1

E-580.

STATE	APPLI-CANTS	POSI-TIONS
ENGINEERS & FIREMEN		
Ark.	3	5
Ill.		1
Ind.	50	
Mass.	68	
N. Y.	10	
R. I.	2	
Wis.		2
HOTEL & DOMESTIC		
Ariz.	Indefinite	
Ark.	4	4
Ill.		105
Ind.		42
Kans.	1	
Ky.	25	
Me.		23
Mass.	290	
Mont.		100
Neb.		50
Nev.		100
N. Y.	35	
Okla.	60	
Wis.		383
LABORERS		
Ark.		343
Conn.		200
Ill.	675	
Ind.	70	
Kans.		10
Ky.	300	
La.	3500	
Me.		100
Mass.		40
Mich.		500
Mont.	200	
Neb.	250	
N. Y.	441	
Okla.		100
R. I.		6
S. C.		350
Wash.	500	
W. Va		1000
Wis.		405
MACHINISTS		
Ariz.	Indefinite	
Ark.		4
Del.		10
Ill.		175
Ind.	92	
Kans.	1	
Ky.	20	
La.		35
Mass.	1200	
Mont.		RR 20
N. Y.	29	
Okla.		RR 5
Pa.	75	

STATE	APPLI-CANTS	POSI-TIONS
MACHINISTS (Con't)		
R. I.		25
S. C.		160
Wash.		50
		RR 30
Wyo.		RR 30
MACHINE TOOL HANDS		
Conn.	100	
Ill.		5
Ind.	88	
N. Y.	22	
MOLDERS		
Conn.		7
Ill.		62
Ind.		38
Wis.		23
ORE MINERS		
Ariz.		Indef.
PAINTERS		
Ark.	1	
Conn.		20
Ill.		2
Ind.	3	
Mich.		25
S. C.		18
Wyo.		10
PATTERNMAKERS		
Ill.		4
Ind.	3	
R. I.		3
PIPEFITTERS		
Conn.	30	
Del.		5
Ind.	13	
Ky.	15	
PLASTERERS		
Conn.	20	
PLUMBERS & STEAMFITTERS		
Conn.	30	
Ind.	4	
Ky.	30	
S. C.		2
PRINTERS		
Ark.		2
Kans.		3
S. C.		5
Wis.		3
RAILROAD WORKERS		
Conn.	50	
Fla.	300	

STATE	APPLI-CANTS	POSI-TIONS
RAILROAD (Con't)		
Ill.		20
Ind.		36
Wash.		350
RIVETERS		
Fla.		10
ROOFERS		
Ind.		3
SALESMEN		
Ark.		36
Del.	15	
Kans.		1
Md.	1	
R. I.		1
SHEET METAL WORKERS		
Conn.	10	
Ill.		1
Ind.		11
Ky.	20	
Mich.		100
S. C.		12
SHIP WORKERS		
Conn.	30	
Me.		60
Mass.	210	
Mich.		400
N. Y.		387
S. C.		12
SHOE WORKERS		
Mass.	1100	
STONE & MARBLE		
Ark.		3
Ind.		5
Kans.		1
Ky.		4
Me.		18
TEXTILE WORKERS		
R. I.		30
WELDERS		
Conn.		10
Ill.		1
Ind.	3	
Md.		E. 3
WOODSMEN		
Ark.	1	182
Fla.		100
Ill.		10
W. Va.		400
Wis.		86

STATE	APPLI-CANTS	POSI-TIONS
WOOD WORKERS		
Ark.		9
Ill.		17
Ind.	80	
Kans.		1
Mich.	M.	200
Wis.		90
MISCELLANEOUS		
ARKANSAS		
Bakers		2
Erecting millwrights		2
Grist mill manager		1
Insurance solicitor		25
Insurance manager		65
Mattress finishers		5
Oil well driller		1
Presser		1
Road building contractor		1
Tailor		1
Upholsterers		2
Quarrymen		23
DELAWARE		
Millwrights		5
FLORIDA		
Casual workers (male)	250	
INDIANA		
Watchmen	7	
IOWA		
Stenographers (female)		Indef.
KANSAS		
Cleaner & presser	1	
Cooks	6	
Foreman	1	
Millwrights		2
Press feeder		2
Pump molder		1
Tool makers		4
KENTUCKY		
Band sawyers		2
Cross cut sawyers		4
Coal loaders		200
Shapers		2
MAINE		
Foreman		1
Top stitchers (female)		1
MARYLAND		
Bookkeeper	1	
Factory manager	1	
Glass blower	1	
Ship fitters		48
MASSACHUSETTS		
Boys	64	
Building construction	1690	
Factory help		350
Stenographers		25
MICHIGAN		
Boys	300	
Cabinet makers		50
Rubber workers		200
NEBRASKA		
Stenographers (female)		35
NEW MEXICO		
Bakers		2
Tie makers		25
OKLAHOMA		
Boilermakers helpers		6
PENNSYLVANIA		
Passer boys		Indef.
Riveting gangs		25
RHODE ISLAND		
Tool designers		25
Tool makers		25
SOUTH CAROLINA		
Butcher		1
Druggist		3
Insurance agents		5
Jewelers		3
Rivet heaters		11
Scenery constructor		1
WASHINGTON		
Loggers		50
Sawmill men		200
WISCONSIN		
Auto trimmer		1
Cabinet makers		9
Highway workers		50
Log hoisting engineer		1
Sewer diggers		25
STATES NOT REPORTING		
ALABAMA		
COLORADO		
GEORGIA		
IDAHO		
MINNESOTA		
MISSISSIPPI		
NEW JERSEY		
NORTH CAROLINA		
NORTH DAKOTA		
OHIO		
OREGON		
SOUTH DAKOTA		
TENNESSEE		
TEXAS		
VERMONT		
VIRGINIA		
DISTRICT OF COLUMBIA		

STATE	APPLI-CANTS &	POSI-TIONS
TOO LATE TO CLASSIFY		
CALIFORNIA		
Agriculture	25	
Carpenters		50
Hotel & domestic		60
Laborers	200	
Railroad workers		75
UTAH		
Agriculture	3	
Carpenter		4
Clerical	1	
Coal	1	
Engineers	3	
Hotel		6
Laborers		28
Machinist	1	
Molder		1

CLEARANCE BULLETIN WEEK ENDING

July 29, 1919.
Based on Clearance Telegrams, Dated July 26, 1919.

Interstate clearance is authorized of all items on this sheet. Communicate with the Federal Directors of the states named for details. All Interstate transfers executed on the basis of this Bulletin must be reported at the end of each week to Director, Division of Operations, Washington, D. C.

Government transportation must not be used without special authorization from the Administrative Offices.

STATE	APPLICANTS	POSITIONS
AGRICULTURE		
Ariz.	Indefinite	
Ark.		135
Conn.		250
Del.		20
Ill.	5	
Ind.		28
Iowa	Indefinite	
Kans.		5
La.		500
Md.		6
Mass.	65	
Mich.		25
Mont.	1200	
Nev.		100
N. M.		20
N. Y.		80
Wis.		125
AUTO MECHANICS		
Ark.		3
Conn.		6
Del.	30	5
Fla.	25	
Ill.		2
Ind.	114	
La.		5
Mont.	50	
R. I.	2	
S. C.		8
BLACKSMITHS		
Ark.		5
Conn.		5
Ill.		4
Ind.	mm 1.	
Ky.	10	
La.		25
Md.		10
BOILERMAKERS		
Del.		4
Fla.		5
Ky.	15	
La		40
Md.		8
Okla.		10
Wash.	RR	40
BRICKLAYERS		
Ky.	20	
Mo.	150	
Okla.		5
S. C.		5
Wis.		4
BRIDGE WORKERS		
Ark.		10
Ill.		7
Ind.	23	
Ky.	20	
CARPENTERS		
Ark.	2	1
Conn.	20	
Ill.		68
Ind.		36
Kans.		2
La.	250	
Mich.		50
Mo.	150	
Neb.		100
N. Y.		28
Okla.		6
Wis.		95
Wyo.		30
CEMENT & CONCRETE		
Ill.		5
Ind.		24
S. C.		20
CHAUF. & TEAMSTERS		
Ark.		65
Del.	25	
Fla.	100	
Kans.	1	
Ky.	30	
Mass.	190	
Mich.	250	
N. M.	15	
Okla.	26	
Pa.	50	
Wash.	50	
CLERICAL		
Ariz.	Indefinite	
Ark.	55	9
Conn.	150	
Del.	20	
Fla.	100	
Ill.	20	
Ind.	47	
Ky.	50	
La.	25	
Mass.	240	
Mich.	200	
Mo.	100	
Mont.	300	
Nev.	100	
N. M.	20	
N. Y.	1544	
Okla.	35	
Pa.	150	
R. I.	2	
Wash.	100	
W. Va.		150
Wis.	34	
COAL MINERS		
Ind.	1	
Ky.		100
W. Va.		6500
Wyo.		30
COPPERSMITHS		
Md.		10
Pa.		5
DRAFTSMEN		
Ark.		4
Wis.		3
ELECTRICIANS		
Conn.	5	
Del.		3
Ill.		1
Ind.	17	
Kans.	1	
Me.	1	
S. C.		1

E-580.

STATE	APPLI-CANTS	POSI-TIONS
ENGINEERS & FIREMEN		
Ark.	3	5
Ill.		1
Ind.	50	
Mass.	68	
N. Y.	10	
R. I.	2	
Wis.		2
HOTEL & DOMESTIC		
Ariz.	Indefinite	
Ark.	4	4
Ill.		105
Ind.		42
Kans.	1	
Ky.	25	
Me.		23
Mass.	290	
Mont.		100
Neb.		50
Nev.		100
N. Y.	35	
Okla.	60	
Wis.		383
LABORERS		
Ark.		343
Conn.		200
Ill.	675	
Ind.	70	
Kans.		10
Ky.	300	
La.	3500	
Me.		100
Mass.		40
Mich.		500
Mont.	200	
Neb.	250	
N. Y.	441	
Okla.		100
R. I.		6
S. C.		350
Wash.	500	
W. Va		1000
Wis.		405
MACHINISTS		
Ariz.	Indefinite	
Ark.		4
Del.		10
Ill.		175
Ind.	92	
Kans.	1	
Ky.	20	
La.		35
Mass.	1200	
Mont.		RR 20
N. Y.	29	
Okla.		RR 5
Pa	75	

STATE	APPLI-CANTS	POSI-TIONS
MACHINISTS (Con't)		
R. I.		25
S. C.		160
Wash.		50
		RR 30
Wyo.		RR 30
MACHINE TOOL HANDS		
Conn.	100	
Ill.		5
Ind.	88	
N. Y.	22	
MOLDERS		
Conn.		7
Ill.		62
Ind.		38
Wis.		23
ORE MINERS		
Ariz.		Indef.
PAINTERS		
Ark.	1	
Conn.		20
Ill.		2
Ind.	3	
Mich.		25
S. C.		18
Wyo.		10
PATTERNMAKERS		
Ill.		4
Ind.	3	
R. I.		3
PIPEFITTERS		
Conn.	30	
Del.		5
Ind.	13	
Ky.	15	
PLASTERERS		
Conn.	20	
PLUMBERS & STEAMFITTERS		
Conn.	30	
Ind.	4	
Ky.	30	
S. C.		2
PRINTERS		
Ark.		2
Kans.		3
S. C.		5
Wis.		3
RAILROAD WORKERS		
Conn.	50	
Fla.	300	

STATE	APPLI-CANTS	POSI-TIONS
RAILROAD (Con't)		
Ill.		20
Ind.		36
Wash.		350
RIVETERS		
Fla.		10
ROOFERS		
Ind.		3
SALESMEN		
Ark.		36
Del.	15	
Kans.		1
Md.	1	
R. I.		1
SHEET METAL WORKERS		
Conn.	10	
Ill.		1
Ind.		11
Ky.	20	
Mich.		100
S. C.		12
SHIP WORKERS		
Conn.	30	
Me.		60
Mass.	210	
Mich.		400
N. Y.		387
S. C.		12
SHOE WORKERS		
Mass.	1100	
STONE & MARBLE		
Ark.		3
Ind.		5
Kans.		1
Ky.		4
Me.		18
TEXTILE WORKERS		
R. I.		30
WELDERS		
Conn.		10
Ill.		1
Ind.	3	
Md.		E. 3
WOODSMEN		
Ark.	1	182
Fla.		100
Ill.		10
W. Va.		400
Wis.		86

STATE	APPLI-CANTS	POSI-TIONS
WOOD WORKERS		
Ark.		9
Ill.		17
Ind.	80	
Kans.		1
Mich.	M.	200
Wis.		90
MISCELLANEOUS		
ARKANSAS		
Bakers		2
Erecting millwrights		2
Grist mill manager		1
Insurance solicitor		25
Insurance manager		65
Mattress finishers		5
Oil well driller		1
Presser		1
Road building contractor		1
Tailor		1
Upholsterers		2
Quarrymen		23
DELAWARE		
Millwrights		5
FLORIDA		
Casual workers (male)	250	
INDIANA		
Watchmen	7	
IOWA		
Stenographers (female)		Indef.
KANSAS		
Cleaner & presser	1	
Cooks	6	
Foreman	1	
Millwrights		2
Press feeder		2
Pump molder		1
Tool makers		4
KENTUCKY		
Band sawyers		2
Cross cut sawyers		4
Coal loaders		200
Shapers		2
MAINE		
Foreman		1
Top stitchers (female)		1
MARYLAND		
Bookkeeper	1	
Factory manager	1	
Glass blower	1	
Ship fitters		48
MASSACHUSETTS		
Boys	64	
Building construction	1690	
Factory help		350
Stenographers		25
MICHIGAN		
Boys	300	
Cabinet makers		50
Rubber workers		200
NEBRASKA		
Stenographers (female)		35
NEW MEXICO		
Bakers		2
Tie makers		25
OKLAHOMA		
Boilermakers helpers		6
PENNSYLVANIA		
Passer boys		Indef.
Riveting gangs		25
RHODE ISLAND		
Tool designers		25
Tool makers		25
SOUTH CAROLINA		
Butcher		1
Druggist		3
Insurance agents		5
Jewelers		3
Rivet heaters		11
Scenery constructor		1
WASHINGTON		
Loggers		50
Sawmill men		200
WISCONSIN		
Auto trimmer		1
Cabinet makers		9
Highway workers		50
Log hoisting engineer		1
Sewer diggers		25
STATES NOT REPORTING		
ALABAMA		
COLORADO		
GEORGIA		
IDAHO		
MINNESOTA		
MISSISSIPPI		
NEW JERSEY		
NORTH CAROLINA		
NORTH DAKOTA		
OHIO		
OREGON		
SOUTH DAKOTA		
TENNESSEE		
TEXAS		
VERMONT		
VIRGINIA		
DISTRICT OF COLUMBIA		

STATE	APPLI-CANTS &	POSI-TIONS
TOO LATE TO CLASSIFY		
CALIFORNIA		
Agriculture	25	
Carpenters		50
Hotel & domestic		60
Laborers	200	
Railroad workers		75
UTAH		
Agriculture	3	
Carpenter		4
Clerical	1	
Coal	1	
Engineers	3	
Hotel		6
Laborers		28
Machinist	1	
Molder		1

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MADISON 2227.

RESIDENCE PHONE
MADISON 6341-J

GILES B. JACKSON
ATTORNEY AT LAW
Practice in all Courts of Virginia and U. S. Courts
NOTARY PUBLIC WITH SEAL
511 NORTH SECOND STREET,
RICHMOND, VA.,

126 Center St.,
Atlantic City N.J.

Dr. George E. Haynes,
Director of Negro Economics,

Dear Doctor,

I am in receipt of yours of the 26, and in reply I want to say that I will see you in Washington on the 30th. Will phone you and make an appointment for conference.

Very respectfully,
Giles B. Jackson.

Seen in person
8/30/19
GEH

RECEIVED
DEPARTMENT OF LABOR
AUG 30 1919
Director of Negro Economics

September 11, 1919.

Col. Giles B. Jackson,
511 North Second Street,
Richmond, Va.

My dear Col. Jackson:

According to my understanding of your plans to return to the city, I expected you here yesterday, but you did not come so I am writing to ask if you have changed your plans. I have canvassed the question of your plan for an Adjustment Commission and have gone over the question of Negro Economics in the Department of Labor. It now seems to me that your new plan would get in the way of our original plan on which we have been, and are still, working,- that of the Division of Negro Economics in the Department of Labor. This is already going, and has a following and a fair chance of success in getting legislation for permanency. Do you not think it would be best to concentrate on getting this through, first, and then to try for the larger thing? Please let me know what you think of this.

With many cordial greetings, I remain

Yours very truly,

Director of Negro Economics.

September 12, 1919.

Reverend W.H. Jernagin
Care of The National Baptist Convention
First Regiment Armory
Newark, N.J.

I shall appreciate it if you will call to the attention of the Convention the value of having a resolution passed endorsing the Division of Negro Economics in the Department of Labor such as was passed at St.Louis last year. I am sending a telegram of greetings to-day to Secretary Hudson.

I hope to see you as soon as you return about the matter of the Labor Commission and the Business Commission of the Race Congress as well as several other matters connected with the Congress.

Yours sincerely,

Director of Negro Economics.

H/MLC

Special del
9/12/19

September 12, 1919.

Mr. John C. Dancy, Jr.
Executive Secretary
Detroit Urban League
297 St.Antoine Street
Detroit, Mich.

My dear Dancy:

I am writing to get your confirmation of the engagement for me to speak at the public meeting you are to hold during your Urban League Conference in Detroit.

Will you also give me the full name and address of Mr. ~~Ball~~, the assistant at Dodge Brothers, who was so kind and courteous to me.

I am enclosing the questionnaire promised. In using parts of it you will of course note that it will be necessary to acknowledge its source as it is official.

Baky

Yours sincerely,

Director of Negro Economics.

Enclosure
H/MLC

D

CHICAGO URBAN LEAGUE

MEMBER OF THE CHICAGO COUNCIL OF SOCIAL AGENCIES

3032 SOUTH WABASH AVENUE
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TELEPHONE CALUMET 4919

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September twelfth
Nineteen nineteen

RECEIVED
DEPARTMENT OF LABOR
SEP 15 1919

Dr George E Haynes
Department of Negro Economics
Department of Labor
Washington D C

Director of Negro Economics

My dear Dr Haynes:

Our department of Records and Research is attempting to secure information concerning the industrial advancement which Negroes have undoubtedly made since 1915. Various articles by you appearing in responsible magazines from time to time, indicate that your Bureau is in possession of the most complete information on this subject anywhere available.

I am not sure that I am familiar with your method of distribution, but it would be a great service to us here if you would provide for our use such statistics, cases, and matter relating to the industrial welfare of Negroes as you can.

It would be of interest, also to obtain literature issued by your department and to have convenient a list of the magazines in which your articles have appeared.

Very sincerely yours,

Chas. S. Johnson

In charge of Records and Research.

J
H

R 9/15/19

September 15, 1919.

Mr. Charles S. Johnson
Chicago Urban League
Chicago, Illinois.

Dear Mr. Johnson:

Under separate cover I am sending you copies of the Report on Negro Migration and some of the mimeographed statements we have put out. So far, this is all of the published material the Department has issued. Many of the facts we have put out have been in the form of releases to newspapers and the enclosures are copies of such of these as we have available.

Enc

We have a good body of material from an investigation that was being conducted about Negroes in industrial plants in six northern states. The failure of our appropriation at the end of the fiscal year, however, prevented the completion of this study. I am hoping that sometime soon we may be able to finish the full work and publish the material in a form similar to the Migration Report. I am placing your name on the mailing list for our releases and for the Monthly Review of the Department, as well as for whatever special publications are issued about Negro workers.

I have had articles of my own in the following magazines (Some of these, however, are of a general nature): The Survey - May 4, 1918; June 4, 1919; August 9, 1919. The Review of Reviews - April 1919. The Public - Feb. 9, 1919; August 9, 1919. The Dearborn Independent - September 1919.

Minor articles have appeared in other places, and I have not listed here other articles appearing before 1918. The material mentioned has not been material gathered by this office or the Department of Labor, but has been dug out by me personally out of statistical reports and memoranda from various sources. If in any other way I can assist you, please let me know.

Yours sincerely,

Director of Negro Economics.

NP

H/MLC
Enclosures.

September 15, 1919.

Mr. Giles B. Jackson
511 N. Second Street
Richmond, Virginia.

Dear Mr. Jackson:

Please find enclosed copy of the Richmond Times-Dispatch which you were so kind to leave with me the other day. If you can find another copy of this I would be glad to have one.

You spoke of being here Wednesday, but I need to tell you that Wednesday is a holiday on account of the welcome to General Pershing and all the offices will be closed.

I am going carefully over your bill and will be glad to discuss it with you when you come.

Yours very truly,

Director of Negro Economics.

H/MLC
Enclosure.

NATIONAL URBAN LEAGUE

FOR SOCIAL SERVICE AMONG NEGROES

127 EAST 23RD STREET ROOMS 33-34, NEW YORK CITY

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YOUNGSTOWN, OHIO

September 17th, 1919.

Dr. George Edmund Haynes,
Department of Labor,
Washington, D.C.

My dear Dr. Haynes:

I am sending you herewith an announcement of the Conference which the League is planning to hold in Detroit on October 15th to 19th.

On Thursday evening, October 16th, at eight o'clock, we shall hold a public meeting to discuss the question of "Housing the Negro Worker" and wish you to make a twenty or twenty-five minute address on this subject.

We trust that you will be able to attend the whole session, however, and contribute wherever you may to the general discussion which is to follow all of the morning and afternoon meetings.

I hope that you have been able to do something towards getting representation of colored workers at the industrial conference which the President is planning to hold early in October.

Sincerely yours,

Eugene Kinckle Jones

EKJ/BW

Enclosure:

RECEIVED
DEPARTMENT OF LABOR
SEP 18 1919
Director of Negro Economics

R. Gist
9/22/19

ANNOUNCEMENT

CONFERENCE

on

"Industrial Problems of The Negro"

to be held in

DETROIT, MICHIGAN

Wednesday, Thursday, Friday, Saturday and Sunday

OCTOBER 15th to 19th, 1919

under the auspices of

THE NATIONAL URBAN LEAGUE

Following is a Tentative Program:

Wednesday,	9 a. m.	Reception to Delegates—Registration
	10.30 a m.	Exercises under auspices of the local League consisting of the welcome address and response and the presentation of the general subject by someone especially prepared to state the problem
	2 p. m.	**Migration**
	8 p. m.	**Is the Negro Grasping His Industrial Opportunity?**
		Negro Labor Turn Over.....Why?
Thursday,	10 a. m.	**The Recreation of Negro Workers**
	8 ~~2~~ p. m.	**Housing the Worker**
	2 ~~8~~ p. m.	**His Health**
Friday,	10.00 a. m.	**Training for more Skilled Work—Educational Provision**
	2.00 p. m.	**Community Program for Industrial Efficiency**
	8.00 p. m.	**Organization of Negro Workers**
		Resolutions
		What the Negro Preachers are doing and can do in a Program for Community Development.
Saturday,	10 a. m.	Meeting of the Executive Board Members of the Locals and National Organization and the Employed Executives to discuss matters of concern to the National Organization and the Locals.

Sunday—Pulpits of the city to be filled by those persons selected who will remain over for this purpose.

Social Workers, Industrial Leaders and Persons Generally Interested in Negro Welfare are cordially invited to attend. Men and women of national influence will speak, but the sessions in the main will be round-table talks in which all delegates will join in discussing matters affecting their particular situations.

For further information address the **National Urban League, 127 East 23rd Street, New York City; or John C. Dancy, Jr., Executive Secretary Detroit Urban League, 297 St. Antoine Street, Detroit, Michigan.**

September 22, 1919.

Mr. Eugene Kinckle Jones
Executive Secretary
National Urban League
127 East 23rd Street
New York City.

My dear Mr. Jones:

Please accept my acknowledgment and thanks for your excellent letter written to the Secretary of Labor commending him for his decision to continue the Negro Economics work. Your words of appreciation of this work undoubtedly will be helpful.

Yours sincerely,

Director of Negro Economics.

H/MLC

DETROIT URBAN LEAGUE

For Social Service Among Negroes

297 ST. ANTOINE ST., DETROIT, MICH.

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RECEIVED
DEPARTMENT OF LABOR
SEP 26 1919
Director of Negro Economics

September 23rd, 1919

Dr. Geo. E. Haynes, Director,
Negro Economics,
Department of Labor,
Washington D. C.

My dear Dr. Haynes:

I have your letter of September 12th, asking me to confirm your engagement to speak at the Urban League Conference. In reply let me say that I have written Mr. Jones suggesting your name and he has written back stating that he has you booked for a place on the program, so I should imagine by this time you have received definite word from him on this score.

Mr. Bailey's address is 297 St. Antoine St., care of this office.

Both my wife and myself received your letters and were delighted with them. Write again. Let us know how things go with you. With very very best wishes, from my wife and self, I am,

Very sincerely,

John C. Dancy Jr.

JCD:OEM

September 23, 1919.

Mr. Eugene Kinckle Jones
Executive Secretary
National Urban League
127 East 23rd Street
New York City.

My dear Mr. Jones:

I thank you for your invitation to speak at the Urban League Conference October 16. Some weeks ago when I was in Detroit I accepted an invitation thru Mr. Dancy to speak on October 15 on the experience with Negroes in industry in the North, giving some results of some investigations the Department made on this subject. I have been working on the material since accepting that invitation and have much of my address ready.

I could not at this late date begin the preparation of another address on the subject of Housing as I am now filled up to the limit with the work of the fall. I shall therefore have to keep my original agreement and trust that this will fit into your later arrangement.

Yours sincerely,

Director of Negro Economics.

H/MLC

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FOR SOCIAL SERVICE AMONG NEGROES

127 EAST 23RD STREET, ROOMS 33-34, NEW YORK CITY

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September 24th, 1919.

RECEIVED
DEPARTMENT OF LABOR
SEP 25 1919
Director of Negro Economics

Dr. George E. Haynes, Director,
Bureau of Negro Economics,
Department of Labor,
Washington, D.C.

My dear Dr. Haynes:

I hope I am not to interpret your letter of September 23rd as declining to accept our invitation to speak at the Conference on the evening of October 16th. All invitations have been issued from this office and no communication has been sent to Mr. Dancy authorizing him to invite the speakers other than local. We have not received from him any communication saying that he had asked you to speak and that you had settled on a subject.

I can quite appreciate his inviting you to speak when he could see you in person, knowing that you would be one of the logical speakers, but I am sure he would be very loth to embarrass the Program Committee by making any formal arrangements with speakers and their dates without at least submitting such to the Committee or informing the Committee of his action.

I am very sorry for the misunderstanding, for our speakers for the Wednesday evening meeting have been selected and have given their consent. They are also very busy people and I cannot ask them to change their subjects or the time of their appearance now. Since you were notified of our desire to have you speak at least a month before the date of the conference, I hope you can plan for that time. May I therefore urge you to arrange for the date that I have requested. You will doubtless be able to bring in the experiences you mention at this time and in connection with the subject indicated.

You will recall that there was a little misunderstanding about the subject assigned to me at your conference and I fitted in where you suggested in keeping with the plans made by you in Washington and I am sure you will accord me the same consideration.

Sincerely yours,

EKJ/PW

R
9/25/19
GEH
KP

September 25, 1919.

Mr. John C. Dancy, Jr.,
Executive Secretary, Detroit Urban League,
297 St. Antoine Street,
Detroit, Mich.

My dear Dancy:

Please find enclosed an additional letter from Mr. Jones, and my reply. I shall be pleased to hear your decision and trust that you will feel free to act in any way that will not cause you embarrassment.

Yours sincerely,

Director of Negro Economics.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

September 25, 1919.

Mr. John C. Dancy, Jr.,
Executive Secretary, Detroit Urban League,
297 St. Antoine Street,
Detroit, Mich.

My dear Dancy:

Please find enclosed an additional letter from Mr. Jones, and my reply. ~~I put considerable work on the subject that I promised you I would discuss, and~~ I shall be pleased to hear your decision and trust that you will feel free ~~accepted your cordial invitation in good faith, have spent some time in getting matter ready, and wrote to you some days ago to get final confirmation as to date, etc.~~ to act in any way that will not cause you embarassment.

Yours ~~very truly~~ sincerely,

George E. Haynes

Director of Negro Economics.

Enclosures 2

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

September 26, 1919.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
127 East 23d Street,
New York, N. Y.

My dear Mr. Jones:

In reply to your letter of September 24, let me say that I am not declining your invitation, but please allow me to explain, again, that the only subject on which I can speak is the one I agreed to speak on, for the simple reason that I have absolutely no time, now, to look up any matter or to prepare another address, which, of course, I should have to do if I undertook to speak on "Housing". When I saw Mr. Dancy, I understood that he was speaking for the organization, and I shall be pleased to know of such understanding as he and your Program Committee come to.

I regret very much that you have any feeling in your mind that there was a misunderstanding about the subject you consented to discuss at our conference here last February, as reference to our files fails to show any discussion of any misunderstanding on this matter. You wrote me, asking for fuller explanation of your topic and its relation to the general object of the conference. I replied as clearly as possible. We wanted to move the topic on which you were to speak to a different hour in order to give the speakers of that session more time. I wrote you and the others, asking if such a change of time would suit your convenience.

I wish at all times to accord you every possible consideration. Trusting to know your decision at an early date, I remain

Yours sincerely,

Director of Negro Economics.

h
p

OFFICE PHONE
MADISON 2227.

RESIDENCE PHONE
MADISON 6341-J

GILES B. JACKSON
ATTORNEY AT LAW
Practice in all Courts of Virginia and U. S. Courts
NOTARY PUBLIC WITH SEAL
511 NORTH SECOND STREET,
RICHMOND, VA.,

Sept. 25, 1919.

Dr. George E. Haynes, Director,
Negro Economics,
Labor Department,
Washington, D. C.

My dear Dr. Haynes:

I presume by this time you have returned from your much needed rest and vacation; and I presume that you are again at your post of duty. I am therefore writing this letter, to say that I shall be in Washington, Monday, September 29th, and will remain there for two or three days.

I have my plans now fully developed and prepared for execution, and shall come prepared for this purpose. In the meantime, however I shall call to see you and have a further conference. I would state that perhaps for your satisfaction, that the papers, a copy of which I left with you, have been examined by a number of our friends and have been pronounced as perfect as could be for that purpose for which it is intended. However, I am still open for a suggestion from you.

Very truly yours,

GBJ/IFD.

Giles B. Jackson.

RECEIVED
DEPARTMENT OF LABOR
SEP 26 1919
Director of Negro Economics

September 26, 1919.

Giles B. Jackson, Esq.,
511 North Second Street,
Richmond, Va.

My dear Mr. Jackson:

Your letter of September 25 finds Dr. Haynes still on his vacation. He is expected to return to Washington by Noon, September 29th, and by Wednesday morning, October 1st, at the latest. May I ask that when you reach Washington you telephone in and see if Dr. Haynes is here, as I know he will welcome a conference with you.

We are now located in rooms 401-2-3, having been moved from the eighth floor last week.

Yours very truly,

Kent F. Phillips

Assistant to the Director
of Negro Economics.

Noted
GBH
9/29/19

September 29, 1919.

Mr. Charles S. Johnson
Chicago Urban League
Chicago, Illinois.

Dear Mr. Johnson:

Supplementing my letter of September 18 I am writing to call your attention to my article in "THE PUBLIC" of August 9, entitled "What Negroes Think of Race Riots" and my article on "The Opportunity of Negro Labor" published in the September (Labor Number) issue of "THE CRISIS".

Yours sincerely,

Director of Negro Economics.

MLC

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

October 2, 1919.

Mr. Eugene Kinckle Jones
Executive Secretary
National Urban League
127 East 23rd Street
New York City.

My dear Jones:

October 16 or [illegible] of the other days which the Committee sets will be satisfactory to me provided I know, shortly, the day and hour as very probably I shall be able to spend only one day at the conference as much as I would desire to stay longer.

I prepared ~~the paper on the~~ subject of my talk ~~as follows~~ is "Some Experience with Negroes in Typical Industries 1918 and 19" and ~~will give that if it~~ I hope it will suit~~s~~ your ~~desire and~~ plans. Please let me know by return mail if this is acceptable.

Sincerely yours,

George E. Haynes

Director of Negro Economics.

H/MLC

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October
Third
1919

RECEIVED
DEPARTMENT OF LABOR
OCT 6 - 1919
Director of Negro Economics

Dr. George E. Haynes, Director
Bureau of Negro Economics,
Labor Department,
Washington, D.C.

My dear Haynes:

We are expecting you to speak on the subject mentioned by you on Thursday evening, October 16th as first suggested by the Committee. We will appreciate your bringing in, in some way, the housing and room registry experience the Government has had with Negro workers so as to get the subject of housing before the audience.

We appreciate your coming and are sure that we will profit thereby.

Sincerely yours,

EKJ/PW

Eugene Kinckle Jones

Noted
G E H
10/5/19

R
G E H
10/6/19

MC F

October 6, 1919.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
127 East 23d Street,
New York, N. Y.

My dear Jones:

Please let me know how much time you expect me to take on Thursday evening, October 16.

Sincerely yours,

Director of Negro Economics.

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FOR SOCIAL SERVICE AMONG NEGROES

127 EAST 23RD STREET, ROOMS 33-34, NEW YORK CITY

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YOUNGSTOWN, OHIO

October 7, 1919.

Dr. George E. Haynes,
Director, Department of Negro Economics,
U. S. Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

We are limiting all speakers-depending upon the subject—and the hour—to fifteen and twenty minutes but as you are to appear at an important evening session, I shall ask you to speak for twenty-five minutes on Thursday evening, October 16th.

Thanking you for your cooperation, I am

Sincerely yours,

E. H. Jones

EKJ
T-R

Noted
GEA
10/8/19

Copy sent to Mr Nancy
10/10/19

October 13, 1919.

Mr. John C. Dancy, Jr.,
Executive Secretary, Detroit Urban League,
297 St. Antoine St.,
Detroit, Mich.

My dear Dancy:

I plan to reach Detroit on Thursday afternoon, to remain until the next day. Sorry I cannot be there earlier. Will you please arrange for me Thursday night.

Sincerely yours,

Director of Negro Economics.

Copy

National Association for the Advancement of Colored People,

Charleston Branch,

Charleston, West Virginia, 10-13-19

Secretary

Edward Clayton Lewis,
308 Donnally Street.

- - - - - -

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Sir:

The writer desires to secure some information and literature concerning the Urban League and its activities and would be pleased to have you forward same or place me in touch with the proper authorities.

Thanking you kindly,

Very truly yours,

Edward Clayton Lewis,

Sec.,

Chas. Branch - N. A. A. C. P.

October 13, 1919.

Mrs. Rose Janowitz,
Alexander Young Hotel,
Honolulu, Hawaii.

My dear Mrs. Janowitz:

The clipping from the Pacific Commercial Advertiser has been received and read with deep interest. It is strong, and I wish we had more such editorials in the states. This clipping is a reminder of how many apologies I owe for my sins of delay in writing you before this to tell you, in the strongest of words, how much I appreciated your spirit and help when you were with the Investigation and Inspection Service of the Department.

Your tact and insight in handling the delicate negotiations with reference to the survey at Norfolk, Va., deserve the highest commendation and my only regret is that the uncertainty of appropriations would not allow to go through with our program.

I need to tell you, also, how Mrs. Haynes and I are indebted to you for some of the contacts you helped us secure in Washington. I saw Mr. Remey only this week. He has recently spent a number of weeks traveling through the South in the interest of Negro matters, and saw now he is thinking of writing a book on the question.

You will be pleased to know that although all my field staff had to be dismissed July 1, the Secretary has found enough funds to keep my assistant and one stenographer, and me on part time, so as to carry over this work until we can get further appropriations and legislation from Congress for which we are now working. I do want to keep in touch with you to know what you are doing, and to keep up our connections for the good that we may be in these difficult racial situations.

With many cordial greetings, I remain
Yours very truly,

Director of Negro Economics.

Jackson

Noted
10/13/19

B R I E F.

Brief statement of the committee representing the consolidated interest of the Negro of the United States, giving the reason why there should be created an Industrial Commission, to be known as the Negro Industrial Commission, and why Congress of the United States should authorize the appointment of such a commission.

1. The Negro is a separate and distinct race within the nation.

2. He is a long ways out of touch with the United States government, although he is a contributing factor to the support of this government.

3. There should be an avenue through which the Negro can at all times be in close touch with the government of the nation. The creating of this Commission would be the creating of a direct wire through which the Negro as a race can at all times reach the central point of the government that he may keep in close touch therewith.

4. The Negro has no representative in Congress neither has he any connection with the government through which to receive orders to render service to the government and the nation. The creating of such a commission would aid, stimulate and encourage the Negro in doing his bit for the support of the government of the nation, of which he constitutes at least twelve percent. It will be clearly shown by the next census that he now numbers twelve million.

5. There are existing under the laws of the United States large numbers of commissions covering government activities, perhaps they may run into the hundreds, and upon examination it will be seen that none of these commissions are created to aid the Negro as a race, or to help the Negro aid the government in

his desire to become an important factor in time of peace or time of war. There is no race of people living under this government that is not represented in the government except the Negro. The Indian is provided for by the Indian Department or Indian Commission, which not only looks after their welfare, but they are treated as a ward of the nation and as such ward the government spends millions of dollars annually for the support of this race. The Negro is not like the Indian, but is a self-sustaining race and contributes to the support of the government by paying his proportion of the tax, both direct and indirect, during the time of peace; and in the time of war he contributes his pro rata of man power. In the European war he contributed more than Two Hundred Million dollarsto help win the war by purchasing government bonds and thrift stamps. He also contributed hundreds of thousands of dollars to the red cross, and stands ready at all times to answer the call to the government. He has never produced an assassin to assassinate a president of the United States. He has never resorted to bombs to blow up railroads, bridges and buildings. He has never produced a traitor to the government and can at all times be relied upon as a safe ally to the government.

6. The creating of this commission is desired on behalf of the Negro of this country for the solution of the various problems with which his race is affected and especially the economic problems which cut to the core, and can only be healed by the efforts of the Negro himself.

7. The life of the Negro is so completely divorced from all agencies of the government by reason of his position as a separate race, his relation to the nation has been misunderstood in several sections of the country,

The Negro has no representation in the government or any of its agencies, for this reason his spirit has many times been misinterpreted and his activities misconstrued. As result of this there has been great unrest throughout the country, and especially in centers largely populated by Negroes, most of whom try to adjust themselves to the new conditions and surroundings, brought about by the large migration of Negroes from one section of the country to the other, culminating in riots and bitter feelings between the races. The damage incurred by these clashes between the races has cost many times the amount it will take to operate this commission for a number of years. Through the activities of such a commission these clashes can in the future be avoided and a better understanding can be had between the races; thereby relieving the unrest and unsettled condition now existing in this country.

8. The Negro question is one among the foremost questions of the day because of its various aspects. It has its economic side, its industrial or labor side, its civic and other phases that could be easily adjusted through this commission.

9. Upon consideration it is clearly evident that from the Executive down through the other departments of the government, this commission would be of invaluable assistance in handeling questions pertaining to the Negro. If we understand that part of the League of Nations having reference to Africa and Islands of the Sea inhabited by Negroes, there is no question that this commission would be of great service to the government in working out questions pertaining to the Negro. The fact that there are hundreds of Negro missionaries sent out and supported by the different Negro denominations to do work in Africa and the Islands, who make their reports to certain Negro agencies, creates an avenue through which the commission could gather

information and submitted it to the government upon any question pertaining to the Negro in which the government would be concerned. The last mentioned statement fixes the bases by which the Commission would be of invaluable service to the State Department of the United States government. If the recommendation of the Secretary of Interior to distribute certain public land to soldiers is approved, this Commission could be of service to the Department of Interior in handling the land that would be set apart for the colored soldiers. The Commission could also be of service to the Secretary of the Treasury in handling the thousands of questions which must be confronted by the War Risk Insurance Department in respect to the settlement of claims of the colored soldiers. It could be of invaluable service to the Secretary of Labor in handling the labor situation, which to-day is paramount to all other questions, in which the Negro occupies a very conspicuous place.

10. The congested conditions as shown by reports of accredited agencies in the sections of the country where the Negro has migrated under mis-guided influence, are very deplorable, to say the least. It appears from one of the writers on Negro Migration that thousands of colored families have left splendid homes with good environments and gone to these congested centers to be crowded into undesirable localities with the very worst sanitary conditions, which would necessarily play heavily upon the mortality of the heretofore healthy laborer. This Commission could aid the Labor Department in regulating this evil.

We have mentioned quite a number of activities that could be employed by this agency, yet there are hundreds of others that could be mentioned and there are others that will present themselves from time to time for the attention of this Commission.

We would therefore respectfully ask that Congress would pass a bill authorizing the President of the United States to create a Negro Industrial Commission of five members, three of whom are to be members of the Negro race, with headquarters at the seat of government.

Respectfully submitted.

_____

Chairman

511 North Second Street,
Richmond, Virginia.

PETITION TO CONGRESS

C O P Y

Eliza B. Jackson
511 North 2d St
Richmond
Va

Noted
HBH

October 15, 1919.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
127 East 23d Street,
New York, N. Y.

My dear Mr. Jones:

The enclosed self-explanatory letter is respectfully referred to you by Dr. Haynes. Will you kindly make appropriate reply to Mr. Lewis.

Yours very truly,

Assistant to the Director
of Negro Economics.

Enclosure - 1

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YOUNGSTOWN, OHIO

October 17th, 1919.

Dr. George E. Haynes, Director
Bureau of Negro Economics,
Labor Department,
Washington, D.C.

My dear Dr. Haynes:

You will recall that at the National Conference of Social Work held at Atlantic City last summer, you agreed to make an effort to secure proper representation of Negro speakers and the proper consideration of problems among Negroes at the New Orleans Conference of the organization next June.

The understanding was that I should let you know who the chairman of the section or division is so that you could communicate with him on the subject. The chairman of the division on "THE LOCAL COMMUNITY" is Mr. Howard S. Braucher, War Camp Community Service, #1 Madison Avenue, New York City. I shall be pleased to hear from you as soon as you secure any results from your efforts.

Sincerely yours,

E. K. Jones

EKJ/PW

Noted
GEH
10/18/19

MC
F.

RECEIVED
DEPARTMENT OF LABOR
OCT 18 1919

Director of Negro Economics

October 18, 1919.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
127 East 23d Street,
New York, N. Y.

My dear Jones:

Responding to your letter of October 17, with reference to the New Orleans meeting of the National Conference, I am pleased to say that I have taken up the matter with Mr. Braucher and hope to be able to report results.

Sincerely yours,

h
p

October 18, 1920.

Mr. Sol C. Johnson,
Savannah Tribune,
Savannah, Ga.
Dear Mr. Johnson:

I am in receipt of the cards showing views of the Hermitage and huts occupied by slave laborers. For these I thank you .

Yours sincerely,

Director of Negro Economics.

H/MLC

OLD SLAVE HUTS, THE HERMITAGE, SAVANNAH, GA.

Lincoln High School,

Wheeling, W. Va.,

Nov. 18, 1919.

Karl F. Phillips, Esq.,

Bureau of Economics,

Department of Labor,

Washington, D. C.

Dear Mr. Phillips:

The Senior Class of Lincoln High School is preparing reports on the following subjects:

Negro Women in Industry Since 1914.

Negro Labor Since 1914.

Negro Migration Since 1914.

We should be aided very much by your supplying us with any available data that you may have dealing with these and kindred subjects.

Very greatfully yours,

H. A. Jones,

Instructor,

68 - 11th Street. Lincoln High School.

Copy

Lincoln High School,
Wheeling, W. Va., Nov. 18, 1919.

Mr. Karl F. Phillips,
Assistant Director, Bureau of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Mr. Phillips:

The Senior Class of Lincoln High School is preparing reports on the following subjects:

1. Negro Women in Industry since 1914
2. Negro Labor since 1914
3. Negro Migration since 1914

We should be aided very much by your supplying us with any available data that you may have dealing with these and kindred subjects.

Very gratefully yours,

(Signed) H. H. Jones,

Instructor,

Lincoln High School.

68 - Eleventh Street.

1st Indorsement. Nov. 28, 1919.

T o : Mrs. Helen B. Irvin,
1812 Ninth St., N. W.,
Washington, D. C.

Dear Mrs. Irvin:

Many thanks for your attention to "1". "2" and "3" have been given appropriate attention.

Sincerely,

Assistant to the Director
of Negro Economics.

November 18, 1919.

Mr. Harry H. Jones,
68 - Eleventh Street,
Wheeling, W. Va.

My dear Jones:

In response to your request, I am pleased to send you, under separate cover, some material issued by the Department of Labor. I trust that it may be of some use in connection with the work which you are undertaking.

From the strictly-educational viewpoint, may I refer you to "A study of the private and higher schools for colored people in the United States", otherwise known as Bulletin, 1916, (two volumes) Nos. 38 and 39, issued by the Department of the Interior. These volumes may be purchased for $1.00 each, from the Superintendent of Public Documents, Government Printing Office, Washington, D. C.

In my personal library I have a copy of "Social and Mental Traits of the Negro" edited by the Faculty of Political Science of Columbia University, together with other books relating to the political and economic sciences. If you care to borrow any or all of these, I shall be pleased to forward them to you upon request therefor.

Do not hesitate to call upon this office for any assistance which you think it can give to you.

Sincerely yours,

Assistant to the Director
of Negro Economics.

November 28, 1919.

Prof. Harry H. Jones,
68 Eleventh Street,
Wheeling, W. Va.

Dear Prof. Jones:

Responding to your request of November 18, 1919, made in behalf of the Senior Class of Lincoln High School, I am pleased to send you, under separate cover, some material relating to Negro Labor and Negro Migration. I may explain that on account of lack of funds, the Department of Labor has not been able to have published the results of investigations of Negro labor, male and female, which were made during the past eighteen months in eleven states. The resultant facts are on file in this office and it is hoped that the same may be published during the present fiscal year. I regret, therefore, that these facts are not available to you at this time.

Concerning Negro women in industry, I should explain that the Department employed one industrial expert, Mrs. Helen B. Irvin, who worked a full year on matters relating to Negro women in industry. Mrs. Irvin, who is temporarily out of the Service, is at present preparing a very comprehensive report of her work, and the same will be available to you in due course. In the meantime, I have asked Mrs. Irvin to give you some first-hand information along the line of your request, and can assure you that you will hear from her within the next week.

If your Senior Class has made any labor surveys in the Wheeling district, this office would be grateful for copies of the reports.

Under personal cover, I shall write to you again within a day or two.

Sincerely yours,

Notes
GBA
12/7/19

Assistant to the Director
of Negro Economics.

P. S. Did you receive letter and material forwarded to you recently?

HARRY H. JONES
68 ELEVENTH STREET
WHEELING, W. VA.

December 2, 1919.

Mr. Karl F. Phillips, Assistant Director,
Bureau of Economics,
Washington, D. C.

Dear Mr. Phillips:

On behalf of the Senior Class of Lincoln High School and myself I wish to thank you for your ready response to our request for data on Negro Economics. The materials you sent us were of immediate use to us in our studies.

The work of this class does not embrace any study of the local conditions affecting Negro labor, but merely an attempt to analyize some general problems affecting the Negro growing out of war time conditions. Therefore, I regret that we cannot supply your bureau with any information covering this point. I may say however, that the local branch of the N. A. A. C. P. is arranging for a platform meeting, at which time the Negro worker, employers, and representatives of labor unions will be given the opportunity to discuss local labor conditions affecting Negroes. If the results of this meeting warrant, a written report will be sent you. Information has reached me that Negroes are being used as strike breakers in several local mills. I have been unable to ascertain the extent and result, because of the extreme reticence of employers and workers. I feel safe in saying that the steel strike here is going to open up more economic opportunities to Negroes, to the extent of giving them a wider range of employment.

Thanking you again for your courtesy, I am,

Very truly yours,

H. H. Jones,

Instructor, Lincoln High School.

Notat
RP
12/8/19

December 27, 1919.

Mrs. Mary F. Jennings
London Street
Portsmouth, Virginia.

My dear Mrs. Jennings:

Pleast let me know just as soon as possible if the date for a mass meeting has been fixed for the second Sunday in January at four o'clock, p.m.

Yours very cordially,

ERH/MLC

January 5, 1920.

Mr. Harry H. Jones,
68 Eleventh Street,
Wheeling, W. Va.

My dear Jones:

I am writing to say that we are now working on the Department's proposed bulletin on "The Negro in Industry and Agriculture". (That title is merely a tentative one, as yet). If you have any data on industrial studies in the Wheeling district, we should be very pleased to have them; or if you have any suggestions which you would like to submit, we shall be very glad to include them among the material which will be worked over.

We hope to present a bulletin which will throw considerable light on vital matters pertaining to the Negro worker. Any contribution which you may care to make in such an effort will be welcomed and appreciated.

Sincerely yours,

Assistant to the Director
of Negro Economics.
(Expert - Bureau of Labor Statistics)

p
p

SIXTH CONVENTION, CLEVELAND, OHIO, APRIL 13-20, 1920

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March 13,1920

RECEIVED
DEPARTMENT OF LABOR
MAR 15 1920
Director of Negro Economics

Dr. George Haynes
Director of Negro Economics
Labor Department
Washington, D.C.

My dear Dr. Haynes:

I find myself during these first few weeks of my return to New York, trying to catch up with my friends who have been going at a wild gallop during my seven months absence.

May I ask you to send my any literature that you have gotten out during this time that directly affects the interest of colored industry ~~and~~ women.

Thanking you for the past assistance given us and awaiting an early reply, I remain

Most cordially yours,

Mary E Jackson.

Mary E. Jackson
Industrial Secretary
Burean of Colored Work.

MEJ:CC

March 15, 1920.

Miss Mary E. Jackson,
Industrial Secretary, Y. M. C. A.,
600 Lexington Avenue,
New York City.

My dear Miss Jackson:

In response to your request of the 13th instant, I am sending to you, under separate cover, some material which, although it does not directly relate to the interests of colored women in industry, may be of general worth to you. You will note that this material has been released by the Women's Bureau of the Department.

I may say that within the past seven months the Division of Negro Economics has made no releases on the subject you mention. We have ready for the press at this time the draft of a publication which we hope will be ready for distribution within the coming month and which will contain scattered references to colored women workers.

I am asking Mrs. Helen B. Irvin, formerly of the Women's Bureau, to write you concerning any material which she may contemplate releasing in the near future. For further information, will you not kindly telephone Dr. Haynes, c/o Interchurch World Movement, 45 West 18th Street, New York City.

Yours very truly,

Assistant Director Negro Economics.

p
p
Enclosures - separate cover.

March 15, 1920.

Mrs. Helen B. Irvin,
1812 - Ninth Street, N. W.,
Washington, D. C.

Dear Mrs. Irvin:

May I burden you with request to make some brief reply, as you think practicable, to Miss Jackson's request.

Yours cordially,

Assistant Director Negro Economics.

p
p
Enclosures

T. J. JOHNSON, Principal

J. M. HORN, Treasurer

SHELBY COUNTY TRAINING SCHOOL

Reference:
W. H. HOLTZCLAW, - Utica, Miss.
T. H. HAYS, Vice President
Solvent Savings Bank, Memphis, Tenn.
S. S. DANRIDGE, Merchant
Lucy, Tenn.
A. F. WARD, Cashier
Fraternal Savings Bank, Memphis, Tenn.
S. L. SMITH, State Supervisor Education

ESTABLISHED FOR THE
TRAINING OF
COLORED BOYS AND GIRLS

Reference:
BISHOP N. C. CLEAVES, Memphis, Tenn.
HON. C. P. J. MOONEY Man'g Editor
Commercial Appeal, Memphis, Tenn.
HON. W. T. VERNON, Ex-Register
U. S. Treasury, Memphis, Tenn.
MISS CHARL O. WILLIAMS, Supt. of
Education, Memphis, Tenn.

Location, Woodstock, Tenn.

P. O., LUCY, TENN.

July 3, 1920.

Dr. George A. Haynes,
55 W. 18th Street,
New York City, N.Y.

My dear Sir:-

Allow me to thank you for the copy of your address delivered in Atlantic City. It is very interesting and furnishes a deal of valuable information along the lines of our present needs. I shall mail you the weekly report blanks ~~from the~~ next week.

VERY SINCERELY YOURS,

T. J. Johnson

Principal.

TJJ/ELF.

GEH
7/10/20

RECEIVED
DEPARTMENT OF LABOR
JUL 10 1920
Director of Negro Economics

MARYLAND VIRGINIA WEST VIRGINIA DISTRICT OF COLUMBIA

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FREDERICK C. MUNROE, GENERAL MANAGER

July 20, 1920.

Dr. George E. Haynes,
U. S. Department of Labor,
Washington, D.C.

My dear Dr. Haynes:

I saw in a recent copy of the Baltimore "SUN" an article concerning the conference of the National Association of Teachers in Colored Schools, which is to meet in Baltimore July 28 to 31. Your name appeared as one of the speakers. I wonder if you can tell me where and how I can obtain a copy of the program for this meeting. I do not find the address of any one of the officers in the article to which I refer.

Thank you very much for this information.

Very truly yours,

Paul B. Johnson

J.S.M.

Paul B. Johnson, M.D., Director,
Department of Health Service,
Potomac Division. so.

RECEIVED
DEPARTMENT OF LABOR
JUL 23 1920

Director of Negro Economics

RESIDENCE, 430 QUE STREET, N. W.

PRESIDENT GENERAL BAPTIST CONVENTION
DISTRICT OF COLUMBIA AND VICINITY
VICE PRESIDENT NATIONAL BAPTIST CONVENTION

STUDY OF
REV. W. H. JERNAGIN, D. D.
PASTOR MT. CARMEL BAPTIST CHURCH
THIRD AND EYE STREETS, N. W.

TELEPHONE NORTH 5194

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LOCATED AT NASHVILLE, TENN.
VICE-PRESIDENT AT LARGE OF THE NATIONAL
B. Y. P. U. AND S. S. CONGRESS

Washington, D. C. July 22, 1920. 19

Dr.Geo.Haynes,
Dpeartment of Labor,
Washington,D.C.

My dear Dr.Haynes:

You will find enclosed a letter that is being sent to each local unit of the National Race Congress. I am writing to ask if you have any suggestions to offer for the coming meeting or the program?

Let me hear from you on this matter at once. I will be in East Northfield,Mass. from July 10th to Aug.15th. Write me. Prof.Hawkins is leaving for Europe on the 24inst and will not return till Oct. first, hence I need your assistance to help me put this matter over.

Yours for the Race,

W. H. Jernagin

RECEIVED
DEPARTMENT OF LABOR
JUL 23 1920
Director of Negro Economics

Gadt 8/3/20

July 23, 1920.

Dr. Paul B. Johnson,
Director, Department of Health Service - Potomac Division,
411 - 18th Street, N. W.,
Washington, D. C.

My dear Dr. Johnson:

In answer to your letter of the 20th instant, just received, you can probably get a copy of the complete program of the Conference of the National Association of Colored School Teachers from the President - Dr. John M. Gandy, Virginia Normal and Industrial Institute, Petersburg, Va. I regret that I am unable to locate the one or two newspaper copies of the program which were here .

Yours very truly,

GEORGE E. HAYNES,

Director of Negro Economics

By

Special Agent.

Noted
EGH
8/3/20

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

August 3, 1920.

Dr. W.H. Jernagin
East Northfield, Mass.

Dear Dr. Jernagin:

Your letter of July 22 came during my absence and I am taking this opportunity for reply. ~~I shall be glad to help you in any way I can.~~ I shall be away, ~~however,~~ much of August and September, as I am only giving part-time service to the Department. Please let me know when you will be back in Washington that I may have a conference with you, and be assured that I shall serve you in any way I can.

Yours sincerely,

George E. Haynes

Director of Negro Economics.

H/MLC

August 3, 1920.

Dr. W.H. Jernagin
East Northfield, Mass.

Dear Dr. Jernagin:

Your letter of July 22 came during my absence and I am taking this opportunity for reply. I shall be away much of August and September, as I am only giving part-time service to the Department. Please let me know when you will be back in Washington that I may have a conference with you, and be assured that I shall serve you in any way I can.

Yours sincerely,

Director of Negro Economics.

H/MLO

8/3/20
mLC

August 16, 1920.

Mr. J.S. Jones
Tide Water Bank and Trust Co.
Norfolk, Va.

My dear Mr. Jones:

Several days ago I wrote you about Mr. Baxter Scruggs, whose detailed application has just come in. I am sending his application to you for your perusal and would be pleased if you would return it to me.

Yours very truly,

Director of Negro Economics.

Enclosure.

H/MLC

LAW OFFICE OF
HURLEY & JONES
M. A. HURLEY
G. D. JONES

WAUSAU, WIS.. September 7, 1920

Geo. E. Haynies,
Dept. of Labor,
Washington, D.C.

Dear Sir:

I send you with this a little literature that has been used in this vicinity in connection with our lands. I would say that I do not believe central Wisconsin lands are at all adapted to negro settlement. We do not have more than one or two in the entire county.

The climate is rather cold for them and while there has been no objection to their coming, they have not been happy here.

Very sincerely yours,

G D Jones

GDJ MK

Noted
G Hast
9/9/20

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G Hast
9/21/20

?

September 22, 1920.

G.D. Jones, Esq.
Wausau, Wis.

Dear Mr. Jones:

Thank you so much for the information contained in your letter and literature sent me about your sale of land.

Very truly yours,

Director of Negro Economics.

H/MLC

Land

Department of Research and Method
City Committee
Town and Country Committee
Student Committee
Department of Field Work
Foreign Department
Department of Conventions & Conferences
Secretarial Department
Publication Department
Finance Department
Office Department
Continuation Committee of The
War Work Council

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September 28, 1920

RECEIVED
DEPARTMENT OF LABOR
SEP 29 1920
Director of Negro Economics

5

Dr. George E. Haynes
Department of Labor
Washington, D. C.

My dear Dr. Haynes:

As I am leaving the city this afternoon I shall not have time to go into the details of your letter until my return to New York. a month from now. I regret that I will be unable to have a personal conference with you on your visit to New York, but am asking Miss Bowles to include our industrial problem in her conference with you.

Thanking you for your cooperation, I remain

Very sincerely yours,

Mary E. Jackson

Mary E. Jackson
Industrial Secretary
Bureau of Colored Work

MEJ/EW

Noted
Cpast
9/30/20

Saw Miss Head re Mrs Haynes 10/13/20
Saw Mrs Jackson 10/31/20
MC
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N U. S. PACIFIC

Say Govern- Too Late. lready Out.

D, October 1.—With on strike at Ta- Eureka, Calif., and out effective at all hipbuilding centers ast, the opinion of als of the Pacific lay was that gov- ken in Washington me too late to pre- temporary tie-up of ng on government

announcement was ing board and Navy there would be no yment of increased he government paid increase. This an- trict metal trades rs declared, came too em to call off the

More an Hour.

nd an average in- s an hour over the reement, which ex- t last night. Recent- on representatives of rd and the Navy De- d that no increased granted men work- nt vessels until after ence, called by Presi- neet next Monday, had abors. The men then rike.

Metal Trades Council king out wherever the were willing to pay scale.

ncisco three concerns ay the increase, but the strike orders pending a formal agreement.

geles harbor and San nion leaders announced d strike unless the in- was granted.

nion heads agreed required to obey the em- higher

MAYOR OF OMAHA, NEARLY LYNCHED BY MOB, AND POLICE HEAD TRYING TO RESTORE ORDER.

Left—Mayor Edward P. Smith of Omaha, who was nearly lynched during the race rioting in his city when he refused to deliver to the mob a negro alleged to have assaulted a white woman.

Right—J. Dean Ringerk, police commissioner of Omaha, who is directing his forces co-operating with the federal troops, now under command of Gen. Wood, in restoring order in Omaha. The police of the city were powerless before the great mob. Many of the officers were stripped of their uniforms, clubs and guns and severely beaten.

FIFTY MEN AND BOYS ARRESTED IN OMAHA

OMAHA, Neb., October 1.—Fifty men and boys were under arrest today in connection with the rioting last Sunday night when a negro, held for attacking a white girl, was lynched, the mayor dragged through the streets with a rope about his neck and the county courthouse badly damaged by fire set by the mob.

Among the prisoners is Sol Francis, twelve years of age. All of those under arrest are held for either murder, inciting to riot or assault to commit murder and willful destruction of property.

Dr. E. C. Henry, physician attending Mayor Edward P. Smith, who was seriously injured by the mob, stated this morning that his condition was such that he thought all danger past.

Ten negroes were arrested in Council Bluffs, Iowa, just across the river from here, late yesterday when the discovery was made that they had a stock of guns and ammunition.

BEAR BRAND KNITTING YARNS
STANDARD OF QUALITY

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"EXPECT HARD FIGHT IN SERIES"—GLEASON

CINCINNATI, October 1.—"There is not the slightest doubt in my mind that the Cincinnati Reds will give us a hard fight," said William (Kid) Gleason, manager of the White Sox. "I know that Pat Moran is leading a well balanced club. To win the National League pennant this year the Reds had to be a strong club defensively as well as a hard-batting team. But we had to have something to win the American League championship. I think we experienced stiffer competition in our league than the Reds did in theirs. That being the case, I can see no reason why we shouldn't be able to make a commendable showing in the world series.

"I admit that I am superstitious about making predictions. I will not say that I expect the White Sox to win. I have great confidence in my players. They have accomplished everything asked of them thus far. All of my players are in good shape.

"I don't think it's so much a question whether we'll be able to hit the Red pitchers as it is 'Will the Red batters be able to hit our pitchers?'

"One thing is certain, it will be a hard-fought series, and with the breaks even, should be one of the most interesting of all time."

To Tour With Relay Team.

Jack Tait, the Toronto sprinter, may organize a relay team to take part in the indoor meets in various cities of the United States during the coming winter season.

Joe Guyon to Coach Union.

Joe Guyon, former Carlisle Indian foot ball star and later one of the best of the Georgia Tech cracks, will coach the Union University foot ball team of Jackson, Tenn.

"WE ARE CONFIDENT OF VICTORY"—MORAN

CINCINNATI, October 1.—"We are confident, but not overconfident," said Manager Pat Moran of the National League champions, when asked for an opinion on the outlook for his team in the coming world series. "It has never been my habit to make any predictions on events of this kind, even on single games of ball. The record of the Reds, however, speaks pretty well for itself.

"The boys won the pennant by decisively defeating the Giants, their nearest rivals, in the last three series between the two games. They took the lead from the Giants on August 1 and never relinquished it. Two weeks later the Reds won four out of six from the Giants at the Polo grounds, and finally they cinched the flag by taking two straight here a couple of weeks ago.

"All through the season it has been the record of this club to play its best ball in the crises. Nearly all of the poor games the team has played have been against the second division clubs. This spirit and this ability to rise to the occasion in the pinches gives me much confidence in our chances."

GOSSIP

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National Community Board

INCORPORATED UNDER THE LAWS
OF THE DISTRICT OF COLUMBIA

Washington, D. C.

THE COMMUNITY CENTER

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SOCIAL ENGINEERING
SPEAKERS' BUREAU

OFFICE
1516 H STREET N. W.
NEXT DOOR TO COSMOS CLUB

Reply 10/18/20

October 4, 1920

Dr. George E. Haynes,
Department of Labor,
Washington, D.C.

My dear Dr. Haynes:

This is to say that the Incorporators of the National Community Board have elected you a member of its Council. We express the hope that you will be able to serve the national welfare in this capacity.

For your information I enclose three circulars, which state clearly and briefly the nature of its purpose and work. No. 1 - Its Charter; No. 2 - The need of it; No.3 - One of its seven activities.

While this work could use all the time and attention you can devote to it, yet the minimum requirement for the position is one day a year in Washington. Beyond that you will have to protect yourself against permitting the fascination of the work to absorb more of your time than you can spare.

Please to understand that we are not after your money, but after you. We believe the cause is such that the money will come without imposing a burden on anyone. Nor is it our plan to capitalize the use of well-known names. We want the cause to win its way on its own merit. Only those are asked to be members of the Board who have a sincere interest in the work.

I could arrange to give you further information through a personal interview, but we hope that the circulars are sufficient to lead you to send an affirmative answer at your early convenience. We think the new Board affords an opportunity for us to render a most useful public service.

Very sincerely yours,

RECEIVED
DEPARTMENT OF LABOR
OCT 8 1920
Director of Negro Economics

Henry E. Jackson.
President.

HEJ:LGT

enc.

National Community Board

A Brief Explanation of Its Origin and Work

THE COMMUNITY CENTER

"No men can act with effect who do not act in concert; no men can act in concert who do not act with confidence; no men can act with confidence who are not bound together by common opinions, common affections, and common interests."

EDMUND BURKE

NATIONAL COMMUNITY BOARD
1516 H STREET NORTHWEST
WASHINGTON, D. C.

CIRCULAR No. 2, JULY, 1920

National Community Board

Why it was organized

The Nation's Chief Need

IF thoughtful citizens were asked what they considered America's greatest present and permanent need, they undoubtedly would say that it is to visualize the public interest and make it paramount, or say the same thing in some form such as that used by a Supreme Court judge: "The common good rooted in the essential institutions of justice and individual liberty—that is the national ideal." The necessity for meeting this need is painfully apparent. To furnish the effective means for meeting it is the aim of the Community Center Movement. Its recent rapid spread clearly indicates that the people have begun to realize the need and recognize its importance.

Lincoln's Warning

Every true lover of his country should be optimist enough to face the facts as they are. With no desire to be an alarmist and with undimmed faith in the triumph of the ideals to which the nation was dedicated at its birth, nevertheless the facts compel every alert and informed citizen to feel that the time has come to raise once more the solemn warning, sounded in a national emergency by our most typical American, when Lincoln said: "A house divided against itself cannot stand."

Everywhere men and women are divided into groups and classes according to their tastes or occupations, contending for their personal interests. There are racial antagonisms, economic jealousies. Everybody is organized excepting the citizen—that is, excepting the one class which represents the public interest. This condition contains the challenge of an unfinished task confronting all patriotic citizens. The Community Movement furnishes the one real remedy for our divided condition. The hour has come to promote it with vigor on a national scale.

How to Meet It

The Community Movement as a governmental project probably will be compelled to go through the same process as did the Agricultural Department. It will have to be supported by volunteer funds until Congress realizes its importance. Even if Congress should discover it, the writer increasingly doubts whether Congress is the right agency to promote it. The danger is that the movement may be strangled with red-tape and fear. This is not a criticism, but a fact.

The Government must operate on the basis of the lowest common denominator. It can do only what public opinion will support. As between the Government and a volunteer agency, it is not a question of "either-or," but of "both-and." Our task is twofold. We should use our Government to help raise the low and slowly rising common denominator of public action, and at the same time use volunteer agencies to do pioneer and creative work. It is clear that during the Community Movement's pioneer period an independent agency must undertake the task of promoting it and preserving its virile character. Hence the necessity for the National Community Board, not only to supplement the work of the Government, but to do what it is not equipped to do.

A National Agency

The writer's experience with the Government compelled him to realize the need of such an agency. Three years ago he secured a small endowment fund and created the Community Organization Board, which has confined its operations almost entirely to Washington. The time has come for the creation of a National Board, to do a similar work for the country at large.

At first it was suggested that the Washington Board reorganize itself for the new work. But we found it easier to build a new machine than to adapt an old one to new uses. Moreover, Washington needs its own Board.

The writer has established a similar agency in two other cities and in one county. He has learned of similar boards in two more cities, which have ample endowments for their work. Every city and county needs such an agency, and it will be one of the functions of the National Board to stimulate their establishment. It became evident that the Washington Board should continue to work in its field, and that the national need called for a new Board, designed to meet the requirements of its larger task. This, therefore, was done. The founder, the donor, and the first President of the Washington Board are among the incorporators of the new National Community Board. Its charter, prepared in popular as well as legal form, describes the exact nature of its purpose and the scope of its activities.

The Hub of the Wheel

It is a pertinent question to ask why a few individuals should volunteer to set up such a Board, either in a city or in a nation. The answer is that this is the only way it can be done. The writer has tried other ways and found they led to blind alleys. He has worked patiently in conference with volunteer special-service agencies. They

are quite ready to admit in resolutions that each one of them is a spoke in the wheel to perform one among several other special services, that the efficiency of the wheel obviously requires a hub, but they see no way by which they can unite to create such a hub.

The writer has been through a similar process with governmental agencies lasting a whole year. The result was the same, because among them there is the same spirit of rivalry and the same practice of "enlightened selfishness" as among volunteer agencies. An address that was once drafted to be presented by certain distinguished people began thus: "Conscious as we are of our infirmities." "No," said Lord Justice Bowen, "let it read, 'Conscious as we are of each other's infirmities.'"

Why volunteer and governmental agencies, as spokes in the Community wheel, cannot by agreement construct a hub for it, is not only because they are overconscious of each other's infirmities, but also because each spoke itself desires to function as the hub. This is perfectly natural and very human. It is even a commendable ambition. To expect that these spokes could of themselves construct a hub is to expect what is humanly impossible. It can be done only by individuals who are unattached to any agencies designed to render specific services, but who are devoted to the science and art of community organization as a distinct and different activity.

An Open Door

Such, then, is the National Community Board. It is not officially connected with any governmental department or volunteer organization. It will not contest with them as rivals, but co-operate as allies. It will promote the type of democratic community organization promoted during the past four years by the United States Bureau of Education and described in its official bulletin. The Board is not the antagonist of any other agency, but is the protagonist of the plan of community organization which the Government has attempted to promote, but lacks the facilities for doing so effectively.

In order to meet pressing needs during the war, it was necessary to create certain special agencies like the War Trade Board, the Shipping Board, and others, because the departments were discovered to be unequal to the task. Likewise, the need for a National Community Board has been increasingly apparent. As long as two years ago this conviction found definite written expression by fourteen departments of the Government after a winter of weekly conferences. The nature of the work demanded it. The new wine burst the old bottles.

After the new Board had been organized to meet this recognized need, an event occurred which transformed it from a need into a necessity. The Community Center Division of the Bureau of Education was discontinued. History repeats itself frequently in Washington. This is only one among many other enterprises which have been established with patient self-sacrificing labor and then abandoned for lack of intelligent appreciation or financial support. The occurrence is common enough; also highly significant. That an activity to promote the practice of citizenship, and everywhere recognized as essential to the public welfare, should be abandoned after four years of pioneer work, just at a time when the dividends on its investment of money and labor were such as to embarrass it with success, is a policy by which no Government Department should advertise its inefficiency. This unexpected but not surprising action completes the demonstration of the need for a dependable agency to safeguard against the fickle fortunes of departmental enterprises. If the new Board had not already been created, it would be necessary to create it now.

The People's Attorney

The above criticism is made in no unkindly spirit. It is merely the statement of an obvious fact, so often repeated as to make it seem that efficiency in the departments glared by its absence. Perhaps it is not quite fair to expect from them what they are not able to do; that is, creative and constructive work. The fact is here used merely to make clear that a governmental department, while it can do something, and ought to do all it can, nevertheless cannot function effectively as a promoting agency of the Community Center Movement. The fact means that a major American enterprise like this should never be dependent on the caprice or prejudice of changing Federal officials, who may be backward-looking or may mean well feebly. It has set before the new Board an open door of opportunity for service.

The movement will suffer no loss and no lack of continuity in the help it has received from Washington. Indeed, the new Board can serve the cause far better than if it were identified with any one Department of the Government alone. The new Board, while it aims to serve all the departments of Government, does not represent the Government; it represents the people. It is the people's attorney. This is exactly as it should be, because the Community Center Movement is not properly a governmental function or a school function, but a citizen's function. It is not the business of the Government to support and control the people, but the people's business to support and control the Government. They should even be bold enough to believe in the public ownership of their own Government. Keep-

ing clearly in mind the important distinction between the State and the Nation, the new Board will represent not the State, but the Nation.

Prime the Pump

The Board, being an attorney for the people, is not an overhead organization. It aims merely to "prime the pump," to get local communities going from within, so that they will run themselves. As the writer has gone into all parts of the country, he has been deeply impressed to discover the ease with which local communities are able to survive the plans made for them in Washington and New York and dropped on the heads of the people from a safe distance.

The new Board is a Washingtonian by birth but not by nature. While its office is in Washington, it lives in local communities and thinks in terms of their need. Its chief concern is with America in "Jonesville." It believes that the history of America is the history of her villages written large, and that if the nation does not operate there it cannot be said to operate at all in any vital sense. The distinct policy of the Board is, therefore, not to build up any organization. Its service is a spiritual one. It aims to contribute ideas to local communities for their development through organized self-help. Its desire is that its contributions be judged and their merit determined by the acid test of their practical value to local communities.

A Free Hand

The new Board will have a free hand to do pioneer work. Unlike a Government agency which runs on the basis of the lowest common denominator and aims at what Plato calls "the minimum community," the new Board will run on the highest common denominator and aim at the "maximum community." It will indulge in no criticism of the existing order of things excepting criticism by construction.

While it will never criticize the existing order unless it has a better plan to propose in its place, yet it will be militant in promoting its cause. Its cause is the religion of democracy. Mazzini declared that "whoever discovers the religion of democracy will save the world." The Community Center Movement is frankly bold enough to say that it is based on this discovery, although it is in fact the rediscovery of an ancient idea. Not only so, but it has a definite constructive plan for putting this discovery into practice. It believes it has the solution, and the only solution, for two of our most alarming national problems—the drift of the best young people from countrysides into cities, and the industrial unrest.

The dominating policy of the new Board will be social sympathy, used in the sense defined by John Dewey when he said: "The chief constituent of social efficiency is intelligent sympathy or good-will; for sympathy as a desirable quality is something more than mere feeling; it is a cultivated imagination for what men have in common and a rebellion at whatever unnecessarily divided them." Operating on this principle, the new Board will wage unrelenting war against all enemies of the common good and will serve its cause with the militant passion of religious devotion in the enterprise of assisting communities to put America into operation locally.

Using Money Twice

The Board plans to raise an endowment of $1,000,000. The yearly income will be a very small amount in comparison to the size of the country and greatness of the need. Counting Alaska and Porto Rico, it means only $1,000 for each State and Territory. The plan is not to build up an organization, but rather to stimulate and assist the States to do the work for themselves.

It is to be noted that the endowment is temporary. All such funds will be returned, at the end of twenty-five years, to any person or institution designated. A donor may thus use his money twice, increasing his own enjoyment of it, instead of letting his grandchildren get all the fun out of it. This plan yields big dividends. If a man intended to leave his boy fifty or a hundred thousand dollars, what could be more inspiring than to invest it in this endowment fund, and then have it come to his boy, when he is mature enough to use it wisely, together with the added memory that his money had already rendered a big national service.

The endowment is temporary, to make it clear that, in accordance with the genius of the Community Center Movement, its aim is not to serve itself by building up a permanent overhead organization, and also to avoid a common danger. After the pioneer period of a new movement is passed and the first fresh enthusiasm, born out of devotion to its cause, has spent itself, the danger is that such an organization will lose its vitality and its value as an agency for public service. To avoid this tendency at a time when it may become a danger, the Board will go out of business as a promoting center.

The National Community Board believes that "the gift without the giver is bare." It therefore desires to receive gifts to its endowment fund only from those who understand the Community Movement, are devoted to it, and who feel that they honor themselves by sharing in a patriotic work of this constructive type. Money, of course, is necessary, but the price paid for it may be too high.

The Board aims to be equally sincere in the choice of its officials. It will not elect as trustee a man merely to capitalize the use of a well-known name, but only those, known or unknown, whose connection with the cause is based on genuine interest.

In an enterprise like this, about one-fourth of its equipment for service consists in money and about three-fourths in ideas. The new Board thinks it has three-fourths of its equipment. It has information based on long experience and wide observation. It thinks it knows what needs to be done and how to do it. It also has the courage to do it. Without such equipment, no amount of money would be productive of good results.

Patriotism in Peace

During the war our citizens made two significant discoveries: First, the necessity for concerted action in local communities at a time of national danger; second, the joy of spiritual exaltation produced by working for a cause bigger than their own personal interests. Since the war they have likewise discovered, first, that concerted community action is just as needful in peace as in war; second, a desire to stay on the same high level of spiritual joy and to know how it can be done. This explains why there is as much interest in the movement since the war as during it, and why there is even more need for it. No work is now necessary to create a public opinion or sense of need for it. It already exists. All we have to do is to meet it. To help meet it in a fundamental and effective fashion is the purpose of the new Board.

In undertaking a task so big with consequences, the Board hopes to receive the intelligent sympathy and constructive criticism of all those working toward the same goal. In the difficult attempt to restore the spiritual and physical conditions which made possible concerted action in local communities at the nation's beginning, there is present urgent need for the same spirit of public-mindedness exhibited by the Nation's founders.

In the document which gave birth to the Nation, they said: "We mutually pledge to each other our lives, our fortunes, and our sacred honor." What they did was to underwrite the Republic. In so doing they did not lose their lives, but saved them; they did not lose their fortunes, but made them; and their sacred honor became undying fame. Why should not patriotism in peace be on as high a spiritual level as patriotism in war? Why should not citizens, in times of peace, underwrite the Republic and make the public interest paramount, apart from which their lives, fortunes, and honor cannot be secure. This is our biggest national problem. It is also our biggest opportunity. To convert this problem into an opportunity is the aim of the National Community Board.

The Citizenship Club Movement

This is Your Coat of Arms

Do You Know Its Meaning?

"A State can be no better than the citizens of which it is composed. Our labor now is not to mould States, but make citizens."

JOHN MORLEY

NATIONAL COMMUNITY BOARD
1516 H STREET NORTHWEST
WASHINGTON, D. C.

CIRCULAR No. 3, AUGUST, 1920

The Challenge

AT half-past two on the afternoon of July 4, 1776, that is, as soon as possible after the Declaration of Independence gave birth to the new American Republic, Benjamin Franklin, Thomas Jefferson and John Adams were appointed a committee of the Continental Congress to design a National Coat of Arms.

The new nation was to have its distinguishing symbols of corporate unity and purpose. The work of the committee finally issued in a design, approved and adopted by Congress, to be used also as the Seal of State; yet to the vast majority of citizens only half of it is known. For more than 125 years the other half has remained unknown, buried in governmental archives.

The reason is curious. At the time of our birth, the seals used by nations were pendant. They had two sides, were impressed upon wax, covered with gold, and attached to state papers with ribbons. Being Yankees, we thought this an impractical and cumbersome method. What we did was to cut a die for the obverse side and stamp it directly upon state papers.

The reverse side, therefore, during almost our entire national history has been forgotten. The Government never cut a die for it. A die for it has now been cut by the National Community Board for a practical and urgent reason. Its central symbol is an unfinished pyramid. This is symbolic of our democracy, which, still incomplete, presents to living citizens the challenge of an unfinished task.

The motto under the pyramid indicates how conscious they were that they were constructing a new order of things, and that the time had come for the enfranchisement of manhood. To them the task seemed so dangerous and difficult that they included in their Coat of Arms the symbol of the overseeing eye of God, and a prayer that He would favor their new enterprise. Thus by symbolism is conveyed the glory of the past and the hope of the future—a new nation under God conceived in liberty and dedicated to the lofty ideals, which by covenant and joint effort are our heritage.

Through the heroism of our fathers we were made peers in suffrage, equals before the law, and given the chance to achieve the citizenship of self-governing freemen.

Do you realize what this means? Do you know what this cost? Are you aware what such a prize meant to the Greek and the Roman? Do you know how in every age and clime men have fought, spent their treasure, even died to secure this distinction? Do you appreciate the type of our own men, who said: "We pledge our Lives, our Fortunes, and our Sacred Honor" to achieve these objects? History tells. And no matter how much or how little you know of it, you today are the legal beneficiaries of their legacy.

A rich legacy, indeed, is ours. What use shall we make of it? America opened a new road to freedom. Our task is to keep the road open. Every year two million young men and women will celebrate their 21st birthday and enter into the full duties and rights of citizens. Is it possible that they can preserve the rich legacy their fathers left them without conscious and thoughtful preparation for the task? To devise an effective plan of training for citizenship in a democracy is the problem that challenges all lovers of America. The challenge unmet can only mean, as Madison said, that "A popular government without popular information, or the means of acquiring it, is but a prologue to a farce or a tragedy, or perhaps both."

The Answer

DR. HENRY E. JACKSON, who for the past four years has been the special agent in Community organization for the U. S. Bureau of Education, has prepared an answer to this challenge. After years of thought, study, and conference, he has devised a practical plan to assist young men and women to equip themselves for citizenship.

The plan is new and unique. It dares to put in practice a principle every one says he believes, that education is a process of self-activity. It is built on the assumption that young people don't want to be taught; they want to learn; that they want to learn by doing, by seeing, and by the kind of reading that supplements their personal experience in direct pursuit of their objects.

When Lincoln was asked "how long a man's legs ought to be," he answered, "Long enough to reach the ground." The merit of the plan for citizenship training proposed by Dr. Jackson is that it has its feet on the ground, in touch with the actual needs of the nation; at every stage it calls for personal activity and personal response.

The Citizenship Club movement is fully described in Dr. Jackson's new book, called "What America Means to Me." It was prepared for the U. S. Bureau of Education, but since the Bureau did not have the facilities for handling it, the book will be published by the National Community Board, the new national agency to promote the practice of citizenship through community organization.

The book contains 250 pages and six illustrations—three in color and three in black and white. It is at least a regular two-dollar book, but because the National Board was organized for service, the charge for it will be one dollar, the cost of production and distribution. You are requested to send your orders now, so that the books may be sent as fast as they come from the press.

You, who desire to serve your community and your country at the point of their greatest need, are also urged to assist in distributing the book and information about the movement as a labor of love. It is designed for native-born and resident alien alike; it presents what is believed to be the American way of doing Americanization work. In this connection we take the liberty to remind you of Washington's statement: "Citizens, by birth or choice, of a common country, that country has a right to concentrate your affections."

When Paris and London and Manchester desired to honor the President of our great Republic, they could think of no greater gift to bestow than the title "Citizen of Paris;" "Citizen of London." Only so long as we regard citizenship in our Republic as the highest of human honors is the nation safe. To you, 1,000,000 young men, and to you, 1,000,000 young women, now coming, and every year coming, into your majority, is the earnest appeal here made to assist in promoting the Citizenship Club Movement as a means of equipping yourselves for this high honor. How much of an honor it may be depends upon you. We set before you an open door; don't shut it; go through it.

National Community Board

THE Citizenship Club movement is one of the seven activities which the National Community Board was organized to conduct. This Board is a promoting center to stimulate the organization of local communities into little democracies. It is also a clearing-house to assist Governmental Departments and volunteer agencies to render more effectively their specific services.

The Citizenship Training Department of the Board will furnish the book and the medal to citizenship clubs. It will also promote the movement and guide its development through suggestion and information. The book it is now publishing is only the first of a series of books and bulletins it plans to issue as the need of the work calls for them.

Citizenship clubs, as soon as they are formed, are requested to report the fact to the National Community Board and to avail themselves of its services.

The Open Road

IN order to make more concrete and continuous the service of the National Board to Citizenship Clubs, The Open Road Magazine has been selected as the official organ of the movement.

This magazine is selected because it was designed to meet the needs of youth, and its ideal and practical aims are presented in so gripping and attractive a manner as to make it especially fitted for this particular service.

Two pages of the magazine each month will be devoted to the movement, reporting its progress and describing the activities of citizenship clubs. The magazine will thus enable clubs to assist each other by pooling their experience. If clubs will send brief reports of their achievements they will be submitted to the magazine for publication.

"The average citizen must be a good citizen, if our republics are to succeed. The stream will not permanently rise higher than the main source; and the main source of national power and national greatness is found in the average citizenship of the nation. Therefore, it behooves us to do our best to see that the standard of the average citizen is kept high."

THEODORE ROOSEVELT

NATIONAL COMMUNITY BOARD

"To you from failing hands we throw the torch; be yours to hold it high!"

JOHN McRAE

National Community Board

CERTIFICATE OF INCORPORATION

STATING

ITS AIMS; AGENCIES; ACTIVITIES

THE COMMUNITY CENTER

"What I see in this movement is the recovery of the constructive and creative genius of the American people."

WOODROW WILSON

"The Schoolhouse ought to be the Senate Chamber of the people, where citizens come together not as partisans, but as neighbors."

THEODORE ROOSEVELT

"This means not only good civic organization; it is also good business."

WILLIAM H. TAFT

"I am more interested in what you are doing and what it stands for than anything else in the world. You are buttressing the foundations of democracy."

CHARLES E. HUGHES

NATIONAL COMMUNITY BOARD

1516 H STREET NORTHWEST

WASHINGTON, D. C.

CIRCULAR No. 1. JUNE, 1920

National Community Board

ITS CHARTER

The undersigned, being of full age and citizens of the United States, a majority of whom are citizens of the District of Columbia, desiring to associate themselves, and such other persons as may hereafter join with them, into a corporation for mutual improvement, under sections 559 to 604, inclusive, of the Code of Law for the District of Columbia, hereby certify as follows:

ARTICLE I.—*Name*

The name of this organization shall be National Community Board, and the term for which it is organized shall be twenty-five years.

ARTICLE II.—*Aims*

SECTION 1. Its purpose shall be to meet the present and permanent national need for community organization; to promote the development of local communities into little democracies with schoolhouses as their capitols, whenever they are or can be made available for community use; to assist citizens to organize themselves for mutual aid in self-development; to stimulate training for citizenship through its practice; to make more effective an enlightened public opinion; to create a social order more in harmony with the conscience and intelligence of the Nation; to put into operation the Republic's original and expanding ideals of justice and democracy, to the end that "we, the people," may be not merely a political phrase, but a spiritual and visible fact; that the public interest may become paramount, that a higher type of citizen may be developed through organized self-help, and that all social and industrial questions may be debated and determined in the light of their relation to the common welfare.

For the achievement of this general purpose it shall have two distinct, but intimately related, aims: it shall aim to be a promoting center and a service station.

SECTION 2. As a promoting center it shall aim, not to build up an overhead organization, but to stimulate and assist local communities to organize themselves on the basis of citizenship and help them acquire publicly owned buildings as headquarters for their activities, that their residents may function as citizens and their districts become typical cross-sections of America.

SECTION 3. As a service station its aim shall be to assist governmental and volunteer agencies in this field more effectively to render the specific service they were designated to furnish; it shall enable them to pool their experience and acquire information about each other's work; it shall aim to eliminate waste of money, energy, and good will due to needless duplication of activity and the necessity of creating independent machinery; it shall seek to increase their efficiency and the people's comfort by acting as a clearing-house to relate them to each other and to their tasks in local communities.

ARTICLE III.—*Agencies*

The National Community Board shall consist of three special agencies through which to conduct its activities: Trustees, Council, and Assembly.

SECTION 1. *The Trustees.*—The Trustees of this Society shall be the executive officers and managers of its work, as well as trustees of its funds. They shall consist of the directors of the departments of activity and other individuals, who shall be more in number than the directors of departments. They shall secure money for the Society's work, be trustees of its fund, auditors of its accounts, and sponsors for its activities. Excepting for the first year, their terms of office shall be arranged on a rotary basis, only one-third being selected each year. The number of trustees for the first year, or until a more complete organization, shall be five.

For the sake of efficiency in the work, the Trustees may appoint from among their number an executive or action committee of three members, the function of which is to represent the Trustees in the interim between regular and special meetings. The chairman of this committee shall be the Vice-President.

The Trustees shall annually elect the following officers:

A President, who shall be the chief executive officer of the Society;

A Vice-President, who shall be chairman of the Executive Committee;

A Treasurer and an Assistant Treasurer, the latter being either an individual or a trust company;

A Secretary and Assistant Secretary, the latter being the office manager.

Heads of departments shall be appointed by the President and confirmed by the Trustees.

The Trustees shall have the authority to raise a small endowment fund of at least one million dollars, to provide a yearly income to enable the Society to maintain office headquarters in Washington and render public service to the Nation.

The National Community Board may, if it so desires, establish a National Memorial in the form, primarily, of a public service to promote community centers throughout the Nation and stimulate the

practice of the ideals of justice and democracy, in behalf of which American soldiers sacrificed their lives in the World War, and shall have the authority to raise funds necessary to put this project into operation.

SECTION 2. *The Council.*—The Council shall consist of an undetermined number of individuals, to act not as executives but as advisers. They shall be selected from among persons who have rendered conspicuous service to the cause of community organization, who are actively engaged in promoting Community Center ideals, or who otherwise possess a special fitness for service on the Council.

They shall be elected by the Trustees, to serve for the term of three years. The Council shall hold an annual meeting to advise the Trustees on matters of general policy, to receive reports concerning the work of the Board, and to assist the work by its constructive criticism.

Members of the Council who are willing may be appointed to serve as special councilors to those departments of the Board's work in which they are most interested and through which their talents may be most effectively useful. The councilors of each department shall be nominated by its director and appointed by the Trustees.

SECTION 3. *The Assembly.*—The Board may call once a year, if it so desires, an Assembly, whose function shall be neither legislative nor executive, but educational. It may consist of the Governor and Superintendent of Public Instruction in each State, including Alaska, Porto Rico, Hawaii, and the Philippine Islands, who are in office at the time of its annual meeting, together with five citizens in each State, to be appointed by them jointly for a period of three years; together with the members of the Board of Trustees and the Council; together with representatives of Federal governmental departments engaged in some phase of community work, and representatives of similar volunteer organizations which are non-partisan, non-sectarian, national in scope, and organized not for profit, nor in the interest of any class, but for public service, the representative in each case to be selected by the agency itself; together with any individuals or representatives of agencies whom the Trustees may decide to invite. The Assembly shall organize itself, electing its own officers and providing the means for its own support. The Trustees of the National Community Board may contribute from its funds toward the support of the Assembly.

ARTICLE IV.—*Activities*

SECTION 1. The National Community Board shall collect information about all types of community organization, and all kinds of community activity in operation throughout the Nation, and shall make this information available for use to those needing it.

SECTION 2. It shall undertake to furnish to summer schools, and other institutions and organizations desiring them, lecturers on community organization and kindred subjects.

SECTION 3. It shall undertake to secure and supply to local communities the service of social engineers to assist them to co-ordinate their activities or to apply community ideals to social and industrial problems.

SECTION 4. It shall publish, when and as often as it is able, a news bulletin to furnish information to local communities about helpful activities or proposed public policies which concern the common welfare.

SECTION 5. It shall stimulate the establishment of training courses in colleges and universities, or the improvement of those already established, for the equipment of men and women to enter the new profession of social engineering, or it may itself furnish such guidance and training.

SECTION 6. In addition to the general training in citizenship through its continuous practice in community centers, the Board shall promote, as a community center activity, the organization of all young men and women, previous to their twenty-first birthday, into special training clubs, and shall suggest the methods by which they may Americanize themselves and secure better equipment for the duties of citizenship.

SECTION 7. It shall devise and suggest new activities for local communities, but it will not duplicate any service which is already being rendered effectively by an existing organization. It will rather sponsor a plan devised by some special agency and promote its wider use through a community organization.

SECTION 8. It may utilize the good offices and machinery of governmental agencies, both Federal and State, as channels of communication with the people, in so far as they are available for the purpose, and it will seek to increase their equipment and availability. Its point of contact with local communities will be the Community Association and, in the case of counties and cities, the League of Community Associations as soon as they are formed.

SECTION 9. It may arrange each year for the meeting of a National Assembly for the purpose of enabling its members to make a special study of the science and art of community organization, to learn about the progress of community development throughout the Nation, and to assist each other by pooling their experience.

SECTION 10. The National Community Board shall aim not to build up any overhead organization, but to promote the organization of communities on the basis of citizenship, so that America may be put into operation locally; it shall aim to assist governmental departments and volunteer societies more effectively to render their specific services not by means of any formal agreement, but by making known to each other the work in which each is engaged and by stimulating them all to conduct their activities, not from the standpoint of institutional selfishness, but from the standpoint of their common and mutual obligation to community welfare. The Board shall seek to create the public opinion necessary to secure organized intelligence and organized good-will.

SECTION 11. For the accomplishment of the foregoing objects the Trustees shall have the power to establish and conduct, among others, the following departments of activity as soon as the necessary arrangement can be made and the fund secured:

1. Community organization.
2. Citizenship training.
3. Information service.
4. Speakers' bureau.
5. Publicity bureau.
6. Co-operative enterprises.
7. Social engineering.

ARTICLE V.—*Powers*

For the promotion of the above objects and in order to make the Board responsible for the handling of funds and for the employment of workers, the said corporation shall have power—

To use and adopt a common seal and to change and alter the same at its pleasure;

To use exclusively a tri-band circle of the National Colors on its publications, to the end that it may become the accepted emblem of the Community Center movement;

To use exclusively the design of the United States Coat of Arms, made for it to be used as a medal of honor in connection with the Citizenship Club Movement, which it originated and is now organizing to promote;

To hold property by bequest, lease, or purchase, either absolutely or in trust, for any of its purposes;

To receive or disburse funds; to borrow, lend, and invest money:

Provided,

That such activities shall not be for profit, but for the public improvement and the common welfare;

That no member shall by reason of his or her membership be personally liable for any of the debts or obligations of this Society;

That at the end of twenty-five years the Board shall go out of business as a promoting agency, and that all funds in its possession at that time shall be returned or otherwise disposed of, as any individual donor may designate;

That the portion of the endowment fund raised by popular subscription shall, at the end of twenty-five years and in proportion to the amount contributed by the citizens in each State, be given to the Department of Public Instruction or other public educational agency in each State, to be used for the promotion of democratic community organization in any way such agencies may deem wise;

That any unconditioned trust funds or other property held by the Trustees shall, at the end of twenty-five years, be transferred by them to a similar agency, existing or to be organized, in order to maintain a national headquarters as a service station for furnishing information and a training school for social engineers;

That a majority of those present at the first meeting of the Trustees shall have the power to organize and adopt a constitution and by-laws not inconsistent with this certification of incorporation.

In witness whereof the undersigned have made and signed the foregoing certificate of incorporation this 29th day of May, 1920.

HENRY E. JACKSON.
OLIVER P. NEWMAN.
RAY G. EDWARDS.
BENEDICT W. LAW.
ORMOND E. LOOMIS.

UNITED STATES OF AMERICA,
District of Columbia, ss:

I, John F. Bethune, a notary public in and for the District of Columbia, hereby certify that Henry E. Jackson, Oliver P. Newman, Ray G. Edwards, each being a resident of the District of Columbia, Benedict W. Law, and Ormond E. Loomis, personally known to me to be the persons whose names are signed to the foregoing and annexed certificate of incorporation, this day personally appeared before me in said District of Columbia and acknowledged the same to be their act and deed.

In witness whereof I have hereunto set my hand and notarial seal this 29th day of May, A. D. 1920.

JOHN F. BETHUNE,
Notary Public, D. C.

OFFICE OF THE RECORDER OF DEEDS,
DISTRICT OF COLUMBIA.

This is to certify that the foregoing is a true and verified copy of the certificate of incorporation of the "National Community Board," and of the whole of said certificate of incorporation, as filed in this office the 3d day of June, A. D. 1920.

In testimony whereof I have hereunto set my hand and affixed the seal of this Office this 15th day of June, A. D. 1920.

SEAL

Recorder of Deeds
District of Columbia

ROBERT W. DUTTON,
Deputy Recorder of Deeds, D. C.

October 20, 1920.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
127 East 23d Street,
New York, N. Y.

My dear Jones:

The Women's Bureau has referred to this office some material and your request for the exhibit material for the Conference at Newark, and has asked Miss Shields, Special Agent, to bring you what could be supplied hastily and at once. Miss Anderson joins in the expression of regret that owing to the lateness of your request there is not time to get together other material that might have been prepared.

Trusting to serve you at any time, I remain

Yours very truly,

Director of Negro Economics.

Immediate Release

Department of Labor
Office of the Secretary
WASHINGTON

Extracts from address of Dr. George E. Haynes, Director of Negro Economics, U. S. Department of Labor, on "NEGRO LEADERSHIP OF NEGRO WORKERS IN INDUSTRIAL PLANTS."

Newark, N. J., October 22, 1920.

Speaking here tonight at the Annual Conference of the National Urban League on the subject of "Negro Leadership of Negro Workers in Industrial Plants," Dr. George E. Haynes, Director of Negro Economics of the U. S. Department of Labor, emphasized the following points:

"However much we may laugh and deplore the spectacular efforts of some of the Negro enterprises noticed by the newspapers, recently, an impartial observer must see that such newspapers as 'The Negro World,' such efforts as the 'Black Star Line' and other proposals with all the spectacular appeals to the mass of the Negroes, are a skillful use of the rising tide of race consciousness among them."

"If the Negro's growing race consciousness so influences him in other parts of his life, it is surely a factor in his industrial work. If the Negro is looking to his own for leadership in other fields, should not industrial management see the importance of using Negro leadership in the establishments where Negroes are employed?"

"Similar color and appearance produces a sense of likeness and out of that sense of likeness grows a consciousness of kinship or kind."

"We have recognized this scientific principle in dealing with other racial and national groups. It is rather strange that it is necessary to argue that it applies to Negroes in the same way. We recognize that the Italian working gang is more readily led by the Italian padrone. Likeness of language and common place of residence has something to do with this. Consciousness of likeness in other respects, however, is a prime factor. Those who have managed and employed Chinese coolies testify to the same things in handling these workers."

"Furthermore, to know people very well one must live with them. Those who best understand conditions that affect their daily lives, or drawbacks which the average Negro wage-earner has in finding houses in which to live, in finding suitable

educational facilities for his children, in finding satisfactory church life and religious leadership, in finding outlet of his desires for amusement and recreation, and in finding assurance for that great overflowing warmth of emotion and fellow feeling, must live with Negroes, must share with them the life of the Negro world. Only Negro leaders live within that world.